The DeKalb County School System believes providing educational opportunities and experiences will empower each student to develop their academic, physical, emotional, social, and creative potential.

**Professional Development Mission**

It is the mission of the DeKalb County School System to provide educational opportunities and experiences that will empower each student to develop their academic, physical, emotional, social, and creative abilities. To assure continuous improvement in all teaching and learning conducted the system the DeKalb County Public School System is committed to offering meaningful and comprehensive professional development for all certified, support, and administrative staff.

**Needs Assessment**

The DeKalb County School System has developed a comprehensive professional development plan: This plan was based on the following assessments:

- Student performance measures
- Standardized assessments
- Parent, staff, and student surveys conducted for the needs assessment at each school.
- Southern Association of Colleges and Schools (SACS)
- Reviewed input from staff, students and parents through various meetings.
- Professional development committees
- Professional Education Personnel Evaluation (PEPE)
- Local, State, or National Requirements

It is the policy of the DeKalb County School System that financial and human resources of the district be dedicated to fulfilling the goals of this professional development plan.

1. **Respect**

   - Staff will demonstrate to students a variety of strategies to promote respect.
   - Students will demonstrate increased respect for themselves, others, and property, providing a climate conducive to learning in each school.

2. **Technology**

   - Staff will improve their ability to integrate technology into the curriculum and use it as a tool for learning.
• Students will improve their writing, reading comprehension, and decoding skills in all areas of the curriculum.

3. Reading/Writing

• Staff will demonstrate an increased proficiency in differentiating their instruction to meet the needs of all students.
• Students will demonstrate increased learning due to the use of expanded strategies in instruction.

4. Differentiated Instruction

• Staff will demonstrate an increased proficiency in differentiating their instruction to meet the needs of all students.
• Students will demonstrate increased learning due to the use of expanded strategies in instruction.

5. Highly Qualified Staff

• Non Highly Qualified staff members will work toward becoming highly qualified.

6. Class size reduction

• Title II funds will be used to reduce class size at various schools in the DeKalb County School System.

Goal 1. Respect

Staff will demonstrate to students a variety of strategies to promote respect.

Needs Assessment:

A review of staff, student and parent surveys indicates a need to improve the areas of respect and behavior.

Performance Indicators

1. By August 2007, 5% of the staff will attend workshops on behavior and respect.

Activities

In the 2006/2007 school year, the Staff will be given the opportunity to trained in respect and behavioral strategies.
2. By August 2007, staff members will evaluate their use of this training. Staff members will implement their training at the local level.

Goal 2. Technology

Staff will improve their ability to integrate technology into the curriculum and use it as a tool for learning.

Needs Assessment:

Staff and student indications that a need for strategies to integrate technology into the curriculum. Also, an analysis of the district technology committee, parent, and staff comments supported this need.

Performance Indicators

1. By March of 2007, 20% of staff members will have completed some form of technology training.

   Activities

   The staff will be given the opportunity to participate in technology training.

2. By August of 2007, 35% of staff members will have completed some form of technology training.

   Activities

   The staff will be given the opportunity to participate in technology training.
Goal 3. Reading/Writing

Staff will become more knowledgeable in the instruction of writing, comprehension, and decoding skills in all curricular areas. Staff will become more knowledgeable with the writing assessment and how it is scored.

Needs Assessment:

Student assessments indicated a need for improvement of county wide writing test scores. Staff surveys indicated a need for professional development activities in this area.

Performance Indicators

1. By August of 2006, 100% of K-3 staff will participate in a workshop on improving system reading scores. K-3 teachers will be given the opportunity to attend ARI training.

2. By May of 2007, 50% of K-8 staff will have participated in a class on strategies and ideas for increasing reading comprehension and conveying knowledge in a written format. K-12 teachers will be given the opportunity to meet, plan and share with each other skills and strategies obtained from workshops.

In the 2006/2007 school year students will take the state reading assessments.

In July 2007 staff members will be given the opportunity to attend the Mega Conference.
Goal 4. Differentiated Instruction

Teachers will demonstrate an increased proficiency in differentiating their instruction to meet the needs of all students.

Needs Assessment:

Following a series of focus groups involving K-12 staff and administration, it was determined that a need existed to gain knowledge and understanding of key concepts of differentiated instruction. (ELL Students and Special Needs Students)

Performance Indicators

1. By August 2006, 15% of staff members will have participated in professional development dealing with ELL and special needs students in the regular classroom.

Activities

Staff members will be given opportunity to attend professional development activities related to differentiated instruction. Students will participate in the state assessments.

Goal 5. Highly Qualified Teachers

The Non Highly Qualified Staff will work toward becoming highly qualified.

Needs Assessment:

Based on the number of non-highly qualified staff members a need exists.

Performance Indicators

1. By August 2007, the number of highly Qualified staff will increase by 3%.

Activities

Staff members will be given the opportunity to progress toward becoming highly qualified.

2. By September 2006, all non-highly qualified staff members will have a plan on file with the BOE on becoming HQ.

Activities

Central Office Staff will work with staff members to develop a timeline to complete the HQ requirements.

3. By August 2007, all core academic teachers will be highly qualified.
Goal 6: Class Size Reduction

Needs Assessment

Based on the estimated class size numbers: Additional teaching units will be needed in the following schools.

Performance Indicators

1. May 2007, 80% of the students in K-2 classes reduced in size by the use of Title II funds will benchmark

2. May 2007, 65% of the students in 3-6 classes reduced in size by the use of Title II funds will score proficient on the state assessment used to determine adequate yearly progress.

3. May 2007, 7-12 classes reduced in size by the use of Title II funds will reduce discipline referrals to the office by 10%.

The Title II funds will provide 8.5 teaching units that reduce the class size in the following schools:

<table>
<thead>
<tr>
<th>School</th>
<th>FTE</th>
<th>Grade/Subject</th>
<th>Class-size reduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fyffe</td>
<td>1</td>
<td>Kindergarten</td>
<td>6</td>
</tr>
<tr>
<td>Fyffe</td>
<td>1</td>
<td>Kindergarten</td>
<td>6</td>
</tr>
<tr>
<td>Crossville H.S</td>
<td>1</td>
<td>Biology</td>
<td>7</td>
</tr>
<tr>
<td>Ider</td>
<td>1</td>
<td>3rd grade</td>
<td>5</td>
</tr>
<tr>
<td>Ider</td>
<td>1</td>
<td>2nd grade</td>
<td>4</td>
</tr>
<tr>
<td>Moon Lake</td>
<td>.5</td>
<td>4th grade</td>
<td>10</td>
</tr>
<tr>
<td>Plainview</td>
<td>1</td>
<td>2nd grade</td>
<td>4</td>
</tr>
<tr>
<td>Ruhama</td>
<td>1</td>
<td>Kindergarten</td>
<td>12</td>
</tr>
<tr>
<td>Valley Head</td>
<td>1</td>
<td>Kindergarten</td>
<td>7</td>
</tr>
</tbody>
</table>

____________________________________  ____________________________________
Superintendent                      Federal Programs Coordinator
Evaluation

The System Professional Development Committee will meet in May of 2007 to evaluate progress made on the District’s Professional Development Plan. Performance indicator progress will be reviewed by the committee with discussion centering on reasons indicators were or were not met. Student achievement scores will be reviewed in the areas identified on the Professional development Plan. This information, along with the survey of the staff conducted by the Professional Development Committee, will help determine the direction professional development will take in the 2007-2008 school year for the DeKalb County Public School System.

Evaluation of the 2005/2006 Title II plan is as follows:

Based on the analysis of state assessment data the 2005/2006 expenditure of Title II funds was positive and determined to be successful. The Title II funds provided nine teaching units at the following schools:

<table>
<thead>
<tr>
<th>School</th>
<th>FTE</th>
<th>Grade/Subject</th>
<th>Class-Size Reduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collinsville School</td>
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<td>Kindergarten</td>
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<tr>
<td>Crossville H.S.</td>
<td>1</td>
<td>Biology</td>
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</tr>
<tr>
<td>Fyffe</td>
<td>.05</td>
<td>Math</td>
<td>5</td>
</tr>
<tr>
<td>Ruhama</td>
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<td>7</td>
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<tr>
<td>Moon Lake</td>
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<td>4</td>
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<tr>
<td>Plainview</td>
<td>1</td>
<td>3\text{rd}</td>
<td>6</td>
</tr>
<tr>
<td>Ider</td>
<td>1</td>
<td>Kindergarten</td>
<td>9</td>
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<tr>
<td>Ider</td>
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<td>2\text{nd}</td>
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<tr>
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<td>3\text{rd}</td>
<td>5</td>
</tr>
<tr>
<td>Ider</td>
<td>1</td>
<td>History</td>
<td>7</td>
</tr>
</tbody>
</table>

Professional development activities were academic related. Teachers spend time in areas of need and related to their academic teaching field. We had two schools that participated in ARI training. About 90\% of staff members participated in at least on professional development activity.

_____________________________                              ____________________________
Superintendent                              Federal Programs Coordinator
TITLE II PLAN
2006/2007