



Strategic Plan Goal Area	Student Success with Equity and Access
Strategic Plan Performance Objective	Increase graduation rates for all students

PLAN

Review the goal area, performance objective, initiative(s), performance measures, and action steps that you are working on for this particular area. What have you completed? What can you celebrate?

- Increase the percentage of schools with an ASED Program:**
- We have increased the percentage of elementary schools offering an After-School Extended Day Program from 48.5% in 2015-16, to 56.65% during the 2016-17 school year. We are excited to have added 5 additional programs with a total number of 55 schools offering services.
- Increase the percentage of schools with an LPN or RN:**
- We have increased the percentage of LPNs or RNs employed in our schools from 48% during the 2015-16 school term to 76.47% for the 2016-17 school year.

DO

Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.

- After-school Extended Day Program:**
- We completed an ASED audit during the 2016-17 school year and have implemented a number of recommendations to improve the overall functioning of the ASED.
 - We revised the ASED manual and included Standard Operating Procedures for all schools to follow.
 - Each school has been provided an electronic copy of the ASED manual.
 - We met with the Bookkeepers and Directors of each program on August 11, 2017 to review audit results and provided guidance on how to better track attendance of students.
 - We have increased our day-to-day monitoring of programs to ensure fidelity and troubleshoot issues and concerns.
 - We have increased collaboration with Maximus which is an external entity that provides financial support to schools.
 - We have increased our financial monitoring of school activity at the district level to ensure schools are responsive in their spending habits.
- Nurse Initiatives:**
- We are working collaboratively with HCM on nurse recruitment strategies including college visits, advertising in the newspaper, and utilizing local and national data bases for advertising.
 - Our Lead Nurse is working collaboratively with HCM, hiring managers, and principals on the interview process.
 - Health Related Services Department is providing training to all nurses immediately when hired to ensure they are familiar with the District's School Based Health Program before they begin work in the schools.

CHECK

Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?

Yes, we are on track in reaching our performance targets for the ASED P and in increasing the percentage of LPNs and RNs in our schools. In fact, we exceeded our targets this year in both areas. The staff from the ASED P and Health Related Services meet monthly with the Director of Student Support Services to review progress, and adjust plans/strategies as needed.

In reference to the performance target of increasing the percentage of support services staff trained in the State endorsed Mental Health First Aid, we did not meet our performance target of 20% of staff being training during the 2016-17 school year. Five percent of staff have been trained. Staff includes counselors, psychologists, and social workers.

ACT

What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?

There are no significant challenges at this time that are interfering with our progress with the ASED P or with nurse recruitment. We will continue to work our current plan and make adjustments as necessary to meet our performance targets.

In reference to the Mental Health First Aid training, we have faced challenges since we have a large number of staff, and the training sessions that are offered through RESAs are limited to a small group around the state. The Director of Student Support Services is consulting with trainers from the Georgia Department of Education to determine if site-based training can be offered to our system. We are also exploring aspects of the Train-the-Trainer Model as this may be a better option to get staff trained.