

LEA NAME:	Shelby City School District								
IRN #:	044776								
RttT Region:	Central								
RttT TARGETS:	AUGUST 2012	PERSON (S) RESPONSIBILITY	TARGET DATES	RESOURCES NEEDED	PROGRESS REPORT	GOALS & TIMELINES - ON TRACK?	OFF TRACK RESPONSE	POTENTIAL OBSTACLES & RISKS	ODE SUPPORT REQUIRED
Application A: Transformation Team and Transparent Communication									
100% of monthly board of education minutes include presentation update on progress of RttT Scope of Work ;update information posted on district web site monthly; update to community through SUCCESS Newsletter		Tim Tarvin, Superintendent	Monthly Board		Board Update Complete; Website Incomplete	August: Board Mtg.-Yes; Website-No	Will be on track in September	None	No
Application B: Standards and Assessments									
By June 2012, 100% of teachers will have participated in grade level or department meetings to become familiar with the new standards in English language arts, mathematics, science and social studies		Diane Ervin, Asst. Supt.	June, 2012	Substitute Teachers; stipends for work outside school day	85% of teachers have participated in overview of new standards, 40% have explored Curriculum Models	On track - 1st Quarter Grade level & Dept. Mtgs. Scheduled		None	No
By June 2012, 100% of the district curriculum leaders (inclusive of the DLT and BLT's) will have participated in professional development on the standards, associated curriculum models and new assessments		Tim Tarvin, Diane Ervin, Principals, DTT/BLT's	June, 2012	Substitute Teachers; stipends for work outside school day		On track			No
By June 2012, 100% of teachers in grade level or department meetings will have participated in curriculum crosswalk activities in English language arts, mathematics, science and social studies at the district and building level to determine what changes are needed in our curricula		Diane Ervin, Principals, Grade Level Teams, Dept. Teams	June, 2012	Substitute Teachers; stipends for work outside school day	85% of teachers have participated in overview of crosswalks through district PD and ESC PD	On track		Schedule conflicts	No
By June 2012, 100% of the materials and information from the ODE awareness and professional development meetings on the new assessment system will be shared with district curriculum leaders (inclusive of the DLT and BLT's). The appropriate monthly school board report will include a summary of the information shared at the focus group meeting.		Diane Ervin, Principals	June, 2012	ODE Materials and Information, Substitute Teachers; stipends for work outside school day	RttT Updates have been shared with district leaders	On track		None	No
By June 2012, teachers/building leaders be aware of innovative programs consistent with the new standards and 21st century teaching and learning		Diane Ervin, Principals, Curriculum Committee (CC) Chairpersons	June, 2012	Opportunities to develop awareness of innovative programs	Team from SHS attended the Model Schools Conference in Nashville during June 2011; Shelby High School was awarded a \$750, 000 RttT Innovative Programs Grant focused on New Tech implementation	On track		None	No
Application C: Using Data to Improve Instruction									
By June 2012, district curriculum leaders will report information about the Instructional Improvement Systems to stakeholders and the board of education.		Tim Tarvin, Diane Ervin	June, 2012	ODE updates and PD regarding Instructional Improvement Systems		On track		None	No
By June 2012, 75% of our teachers will have participated in professional development enhancing the collection and use of data through formative assessment practices.		District Transformation Team (DTT)	June, 2012	RttT funds for PD contracts and expenses	100% of teachers participated in PD in collection and use of data on August 19, 2011 Inservice Day	On track		None	No
By June 2012, information on the use of formative assessments will have been shared with district curriculum leaders (inclusive of the DLT and BLT's).		Diane Ervin, Principals, Curriculum Committee (CC) Chairpersons	June, 2012	RttT funds for PD contracts and expense	Learning targets were established 2010-2011 school year in every classroom; pre and post-assessments were required on identified targets	On track		None	No
By June 2012, 60% of teachers will have completed web-based professional development modules that integrate subject-specific content and formative assessments		Tim Tarvin, Diane Ervin, Principals, DTT/BLT's	June, 2012	ODE Materials and Information, Substitute Teachers; stipends for work outside school day		On track		Availability of resources	No
By June 2012, district curriculum leaders will report the results of the formative assessment evaluation to the board of education		DTT	June, 2012	Results of formative assessment development and usage		On track		None	No

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By June 2012, 25% of teachers will have contributed to the consortium database of formative assessment items		Principals, teachers	June, 2012	PD, high-quality formative assessments, teacher confidence in contributing to database		On track		Goal may be inconsistent with level of developed skills	No	
Application D: Great Teachers and Leaders										
By June 2012, 100% of the DTT and BLT's including principals, will have attended professional development training sessions on the use of value-added data		Tim Tarvin, Diane Ervin, Principals, DTT/BLT's	June, 2012	District/building level data		On track		None	No	
By June 2012, if applicable, (60% statewide) with tested grades will have utilized teacher-student linkage tools to ensure the accuracy and quality of value-added data		Tim Tarvin, Diane Ervin, Principals, DTT/BLT's	June, 2012	PD for teachers		On track		Availability of needed tools and training	No	
By June 2012, if applicable, (60% statewide) annual teacher-level value-added reports will have been distributed and utilized to inform professional development and areas of performance improvement		Tim Tarvin, Diane Ervin, Principals	June, 2012	Unknown if teacher level value-added reports are available		On track		Obstacle if teacher level value-added reports are unavailable	No	
By June 2012, we will have collaborated with our consortium to identify and field-test other measures of student growth that can be used to supplement value-added growth data or for teachers in subjects or grade levels that do not have statewide standardized tests		Tim Tarvin, Diane Ervin, Principals, Pilot School representatives	June, 2012	Time to research and identify measure of student growth		On track		District lacks student growth measures, particularly at grades 9-12	No	
By June 2012, the Transformation Team will have developed comprehensive models for teacher and principal evaluation, including timelines, activities, and personnel, with the goal of full implementation of new evaluation system by 2013-14		District Transformation Team (DTT)	June, 2012	Evaluation materials and information, Substitute Teachers; stipends for work outside school day		On track		Parameters associated with negotiated agreement	No	
By June 2012, our district will have provided training to teachers and principals on the use of the new comprehensive evaluation system		Tim Tarvin, Diane Ervin	June, 2012	Evaluation materials and information, Substitute Teachers; stipends for work outside school day		On track		None	No	
By June 2012, our district will have begun piloting components of the revised evaluation system and use data to inform changes		Tim Tarvin, Diane Ervin, Principals	June, 2012	PD and ongoing support/networking		On track		None	No	
By June 2012, our district will have reported to ODE the status of the evaluation systems in terms of alignment to state and federal criteria		Tim Tarvin, Diane Ervin, Principals	June, 2012	PD and ongoing support/networking		On track		None	No	
By June 2012, our district will have used data and results from the evaluation system in making decisions about professional development programs and budgets at the district and school level		Tim Tarvin, Diane Ervin, Principals	June, 2012	PD and ongoing support/networking		On track		None	No	
By June 2012, the district will have reviewed current process for removing ineffective teachers and principals and develop plan to remove persistently low performing teachers and principals		Tim Tarvin, Diane Ervin, Principals	June, 2012	ODE guidance/legal consultation/support		On track		Parameters associated with negotiated agreement	No	
By June 2012, the district will have developed a plan for highly effective teachers to receive additional compensation if they take on additional responsibilities (such as Lead Teachers) or work in hard-to-staff or low-achieving schools		Tim Tarvin, Diane Ervin, Principals	June, 2012	Financial means to support initiative		On track		Parameters associated with negotiated agreement; limited funds to support initiative, impact on morale and collaboration	No	
By June 2012, our district will have continued to participate in consortium level recruitment partnerships through our educational service center human resources and marketing staff		Tim Tarvin, Diane Ervin, Principals, MOESC	June, 2012	MOESC Human Resources and Marketing staff		On track		Teacher recruitment has not been perceived as challenge in region	No	
By June 2012, the district will have collected teacher retention and attrition data and review the data to determine whether changes are needed in district policies and practices		Tim Tarvin, Diane Ervin, Principals	June, 2012	Teacher retention and attrition data		On track		None	No	

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As soon as training becomes available, our district will send 100% of new teachers to required Teacher Residency program training and credentialing provided by state lead trainers		Tim Tarvin, Diane Ervin	June, 2012	Substitute Teachers; stipends for work outside school day		On track		None	No
By June 2012, our district will have fully implemented the Teacher Residency program for all new teachers		Tim Tarvin, Diane Ervin	June, 2012	Materials and resources needed for RE Program		On track		None	No
By June 2012, our district will have used the state professional development standards and results of teacher evaluations in planning, conducting, and evaluating professional development		Tim Tarvin, Diane Ervin, Principals, DTT/BLT's	June, 2012		August: Principals assured all teachers had copies of the Standards for Educators	On track		Transition to overhauled new teacher evaluation system; time for principals to evaluate in accordance with the new requirements	No
By June 2012, our district will have implemented the comprehensive professional development plan developed in Year 1 to support local Race to the Top strategies		Tim Tarvin, Diane Ervin, Principals, DTT/BLT's	June, 2012	RttT funds for Substitute Teachers; stipends for work outside school day; meeting expenses and purchased services	August: Grades 2/3 and 4/5 - Guided Reading Training 8/2/11; Administrators "Leading the Transformation" MOESC PD 8/3-4/11; 8/11/11; Data Team Training 8/19/11	On track		Incomplete Professional Development Plan to be finalized at first 2011-2012 DTT meeting in September	No
By June 2012, applicable staff will have attended Educational Service Center training on the Beginning Principal Mentorship Model		Tim Tarvin, Diane Ervin	June, 2012	RttT and district funds for Substitute Teachers; RE and Coordinator Stipends; stipends for work outside school day; meeting expenses and purchased services	August: Resident Educator Program Coordinator announced and contacts made with new Resident Educators; mentors assigned and training scheduled	On track		Funding limited; collaborative weekly meetings; time for Coordinator to fulfill RE responsibilities in role as teacher	No
Application E: Turning Around the Lowest-Achieving Schools									
P2 Stem Priority:									