

## SECTION I.G.

### LOCAL GOALS AND INDICATORS

#### 1. Progress in 2009-2010 Made toward Local Goals.

##### a. GOAL #1: Technology for Learning: Increase Student Engagement and Teacher Effectiveness through Well-Planned, Fully Supported Key 09-10 Technology Initiatives.

- Continued the three major technology initiatives that were implemented in 2008-2009 to increase students' active participation in class and focus teachers on high quality instruction and assessment through technology.
- Provided both conceptual and practical training in the fluent and effective use of technology for instructional outcomes for staff at the Intermediate School (Grades 6 and 7) and Greenwood Elementary ( High Tech School named July, 2009).
- Continued 1:1 Laptop program for Seventh Graders including "learning anytime, anywhere," training and completed the implementation level of controlled release of students taking their laptop home for special assignments.
- Increased student achievement on the MSA Reading and Mathematics substantially at the High Tech Intermediate School.

Grade 6 Reading	76.5% Proficient in 2009 to 88.2% in 2010
Grade 7 Reading	81.6% Proficient in 2009 to 84.6% in 2010
Grade 6 Mathematics	77.6% Proficient in 2009 to 90.4% in 2010
Grade 7 Mathematics	66.3% Proficient in 2009 to 78.6% in 2010

- Initiated preparation for the 1:1 laptop initiative coming in the 2010-2011 school year among High School administrators and teachers.

##### b. GOAL 2: Technology for Management: Increase teacher and staff fluency with data, communication, and collaboration.

- Addressed potential loss of class time and learning from illness and extended absence of students (H1N1 threat) through a technology solution (*Ed Line*) that would benefit all students.
- Increased teacher and staff understanding of and skill in using student data to guide instructional decisions (*Performance Matters* and *CFIP Process*).
- Increased teachers thorough and complete use of *Power School* as a tool for keeping parents informed and engaged.
- Introduced new teacher to student and home communication tool: *EdLine* enabling students and parents to know what was being taught and expected of the student in every class, every day,

- Provided a site based structure for on going support to teachers (Super Users) and provided time for teachers to learn, master, and use the program
- c. **GOAL #3: Maintained a High Quality Educational Program within the Limitations of 2009-10 Revenue Shortfall and Avoid the Funding Cliff.**
- Maintained a highly transparent accounting of all revenue and expenditures throughout 2009-2010 and in the budgeting process for 2011.
  - Provided all stakeholders voice in 2011 Budget decision making including expanded opportunities to give input to Board, extending the administrators and the staffs process, highlighting budget through the Master Plan Steering Team Review and Input, seeking input from the Commissioners, and seeking guidance from the Board.
  - Absorbed critical functions of lost positions without immediate harm to instructional program and student learning.
  - Applied Federal ARRA and SFSF monies to the long term benefit of the educational program.
- d. **GOAL #4: Maintained the Necessary Fiscal Support to Proceed with Critical Facility Improvements.**
- Continued close and informed work with the commissioners.
  - Obtained State support from Interagency for School Construction and Board of Public Works for 2010-2011 capital support for Washington High School Limited Renovation Project.
  - Maintained support from Commissioners to forward fund project as required for the distribution of funds.
  - Completed Preconstruction phase of Washington Project as well as Phase I and Phase II.
- e. **GOAL #5: Give genuine voice to diverse representation of parents through the continuation of a Countywide Parent Advisory Council and the introduce site based Parent Coffees.**
- Maintained Parent Advisory Council with valued input.
  - Recognized The Parent Advisory Council's major role in purchasing and implementing an individualized communication program (Connect-Ed) for sending mass and group telephone messages directly to parents.
  - Recognized The Parent Advisory Council's role in facilitating the introduction and implementation of a uniform dress code pilot in two elementary schools for 2009-2010 and its expansion to two additional elementary schools and to the intermediate school.
  - Expanded the participation of the community and parents in the Master Plan Steering Team's annual work with setting budget priorities.

## **2. Programs, Practices, or Strategies which the Contributed to Local Goal Progress**

a. **PROGRAM: Technology Initiatives for Learning and for Management**

<b>CATEGORY</b>	<b>STRATEGY, PROGRAM, OR PRACTICE</b>	<b>FUNDING SOURCE AND AMOUNT</b>
Staffing	<p>Director of Technology (Continued with full time responsibilities for technology)</p> <p>Maintained Technology Facilitator at Intermediate School</p> <p>Reassigned Instructional Aide as Technology aide at Elementary Hi Tech school</p> <p>Changed staff but maintained 2 Technician positions</p>	<p><b>Source: Local Cost: \$104,272</b></p> <p><b>Source: Local Cost: \$64,308</b></p> <p><b>Source: Title I Cost: \$23,677</b></p> <p><b>Source: Local Cost: \$81,644</b></p>
Professional Development	<p><b>Strategy:</b> Trained In House Experts to Support New Technology and new programs (EdLine SuperUsers)</p> <p>Provided time for teachers to learn and use the program</p>	<p><b>Source: Local Cost: \$2,000</b></p> <p><b>Source: Staff Time Cost: \$0</b></p>
Practice: Supplied Critical Professional Development	<p><b>Practice:</b> Supplied High Quality Professional Development</p> <ul style="list-style-type: none"> <li>• Continued Anytime, Anywhere Conferences and Consultant for Intermediate School</li> <li>• Dedicated APD time to technology based pd</li> <li>• Dedicated A&amp;S time, team time at sites, and faculty meetings to the introduction and required use of the CFIP process</li> <li>• Provided Ed Line, Promethean Board, and 1:1</li> </ul>	<p><b>Source: State Fiscal Stabilization (stimulus) Cost: \$10,961</b></p> <p><b>Source: Local Cost: \$263,193</b></p> <p><b>Source: Staff time Cost: \$0</b></p> <p><b>Source: Staff time Cost: \$0</b></p>

<b>CATEGORY</b>	<b>STRATEGY, PROGRAM, OR PRACTICE</b>	<b>FUNDING SOURCE AND AMOUNT</b>
	Lesson Development training time for staff through the Make Up Days program	
Materials	<p><b>Strategy:</b> Planned PR for Key Groups</p> <ul style="list-style-type: none"> <li>Developed and Showcased SCPS Technology and through Power Point in Student Technology Exposition</li> <li>Purchased <i>Ed Line</i> for each school site</li> </ul>	<p><b>Source: Staff time</b> <b>Cost: \$0</b></p> <p><b>Source: Local</b> <b>Cost: \$16,615</b></p>
Leadership—Shared Decision Making	<p><b>Strategy:</b> Vested Interest and Voice Given to Staff</p> <ul style="list-style-type: none"> <li>Engaged Intermediate staff in detailed continued planning of 1:1 Student Lap Top program that established phases, considered the teachers as experts on student readiness and paced the initiative to realize the highest success</li> </ul>	<p><b>Source: Local</b> <b>Cost: \$73,406</b></p>

**b. STRATEGY: Maintain and Expand a High Quality Educational Program within the Limitations of 2008-2010 Revenue Shortfall.**

<b>CATEGORY</b>	<b>STRATEGY, PROGRAM, OR PRACTICE</b>	<b>FUNDING SOURCE AND AMOUNT</b>
Leadership	<p><b>Strategy:</b> Prepare Staff and County for Fiscal Limitations</p> <ul style="list-style-type: none"> <li>Initiated dialogue on 2011 Budget among administrative leaders in October 2009 and continued discussion through May 2010</li> <li>Initiated dialogue on 2010</li> </ul>	<p><b>Source: Staff time</b> <b>Cost: \$0</b></p> <p><b>Source: Staff time</b></p>

<b>CATEGORY</b>	<b>STRATEGY, PROGRAM, OR PRACTICE</b>	<b>FUNDING SOURCE AND AMOUNT</b>
	<p>fiscal limitations with union liaisons in October 2009</p> <ul style="list-style-type: none"> <li>Increased number of revenue meetings with Commissioners and discussed cuts taken in 2010, cuts being made to 2011 budget, and the budget process prior to formal presentation and Local Revenue request</li> </ul>	<p><b>Cost: \$0</b></p> <p><b>Source: Staff time</b> <b>Cost: \$0</b></p>
Leadership—Shared Decision Making	<p><b>Strategy:</b> Include Stakeholders in Setting Fiscal Priorities</p> <ul style="list-style-type: none"> <li>Held Master Plan Steering Team Meeting with Representation of Stakeholders and include 2010 Setting of Priorities and Sacrifices</li> <li>Included A&amp;S in setting Fiscal Priorities for 2010</li> <li>Kept Board Fully Informed of Fiscal Limitations and Efforts to Reduce Spending</li> <li>Obtained budgetary priorities of stakeholder groups: commissioners, parents, teachers, administrators, and students</li> <li>Increased staff access to Board to present their program priorities related to revenue</li> </ul>	<p><b>Source: Local</b> <b>Cost: 4500</b></p> <p><b>Source: Staff time</b> <b>Cost: \$0</b></p> <p><b>Source: Staff time</b> <b>Cost: \$0</b></p> <p><b>Source: Staff time</b> <b>Cost: \$0</b></p> <p><b>Source: Staff time</b> <b>Cost: 40</b></p>
Leadership	<p><b>Strategy:</b> Used Attrition and Grant Closure to Reduce Non-critical Staff</p> <ul style="list-style-type: none"> <li>Chose not to fill open positions through attrition where possible</li> </ul>	<p><b>Source: Local</b> <b>Cost: \$455,503</b></p>

<i>CATEGORY</i>	<i>STRATEGY, PROGRAM, OR PRACTICE</i>	<i>FUNDING SOURCE AND AMOUNT</i>
	<ul style="list-style-type: none"> <li>Maintained Core Classroom Teachers and increased where funds could be redirected or federal funding could be used for 1 year</li> </ul>	<b>Source: Local</b> <b>Cost: \$13,724,408</b>

**c. STRATEGY: Maintain the Necessary Fiscal Support to Proceed with Washington High Renovation Project.**

<i>CATEGORY</i>	<i>STRATEGY, PROGRAM, OR PRACTICE</i>	<i>FUNDING SOURCE AND AMOUNT</i>
Partnership	<b>Strategy:</b> Collaboration with State <ul style="list-style-type: none"> <li>Promoted open lines of communication with all stakeholders on progress of Washington High Renovation Project</li> <li>Promoted the good news of reduced posts and commitment to timeline</li> </ul>	<b>Source: Staff time</b> <b>Cost: \$0</b>  <b>Source: Staff time</b> <b>Cost: \$0</b>
Leadership	<b>Strategy:</b> Full Disclosure with County Commissioners <ul style="list-style-type: none"> <li>Kept Commissioners fully informed of fiscal risks and rewards of project</li> <li>Maintained Commitment to Forward Fund Project and Begin Renovation with State Support July, 2009</li> <li>Rewarded staff for their patience and involvement by crediting afterhours moving work as Flex Time for 2010-2011</li> </ul>	<b>Source: Staff time</b> <b>Cost: \$0</b>  <b>Source: Staff time</b> <b>Cost: \$0</b>  <b>Source: Staff time</b> <b>Cost: \$0</b>
	<b>Strategy:</b> Contracted for Pre-Construction Contract	

<b>CATEGORY</b>	<b>STRATEGY,PROGRAM, OR PRACTICE</b>	<b>FUNDING SOURCE AND AMOUNT</b>
Partnership-Stakeholder Involvement	<p>Management and establish rigorous timeline</p> <ul style="list-style-type: none"> <li>Followed panel recommendation for selection of Pre-Construction Management Team including Board, Commissioners, Internal Administrators, and Community</li> </ul>	<p><b>Source: Staff time</b> <b>Cost: \$0</b></p>
Leadership	<ul style="list-style-type: none"> <li>Considered At Risk Construction Management as well as Traditional Management</li> <li>Hired Construction Management Team</li> <li>Initiated and continued project</li> </ul>	<p><b>Source: Staff time</b> <b>Cost: \$0</b></p> <p><b>Source: Staff time</b> <b>Amount \$0</b></p> <p><b>Source: State Public School Construction and County Capital Projects</b></p>

**d. PRACTICE: Give genuine voice parents through the ongoing work of the Parent Advisory Council.**

<b>CATEGORY</b>	<b>STRATEGY,PROGRAM, OR PRACTICE</b>	<b>FUNDING SOURCE AND AMOUNT</b>
Partnership-Parent Involvement	<p><b>Strategy:</b> Model Role of Parent Advisory Council at System Level</p> <ul style="list-style-type: none"> <li>Conducted County Level Parent Advisory Council (C-PAC) with a Representative from Each Site for 2<sup>nd</sup> year</li> </ul>	<p><b>Source: Staff time</b> <b>Cost: \$0</b></p>
Partnership-Parent Involvement	<p><b>Strategy:</b> Provided PAC with Genuine Decision Making Role</p> <ul style="list-style-type: none"> <li>Continued Mass Communication System to Individual Homes/Cells/Work #</li> <li>Expanded Uniform Dress Code</li> </ul>	<p><b>Source: Local</b> <b>Cost: \$7,025</b></p> <p><b>Source: Staff time</b> <b>Cost: \$0</b></p>

### 3. Describe where challenges in making progress toward meeting local goals are evident.

Challenges to current and future progress in local goals include:

- Improving or maintaining progress that was achieved with additional supportive resources in spite of diminishing resources
- Maintaining the technology initiatives without cost to another part of the system
- Embedding professional development to fully support technology, data analysis, and effective instructional and assessment practices
- Maintaining a positive climate in a time of diminishing resources
- Competing for federal revenue with wealthy systems as a system without grant writers, without political connections to dollars
- Maintaining local support and commitment for limited renovation of WHS
- Increasing each sites' use of to an active Parent Advisory Council composed of parents from a variety of cultures.

### 4. Describe adjustments or changes that will be made along with the corresponding resource allocations to ensure sufficient progress. Include timelines where appropriate.

The Local Goals for 2010-2011 have been simplified based upon:

**VISION:** Somerset County Public Schools will be recognized and known as a learning community that is getting better every day at everything we do by:

- continuously advancing our mission of service to Somerset County's future through quality education,
- realizing continuous growth in all students' achievement,
- experiencing on-going increases in family and community partnerships, and,
- addressing our needs and challenges while celebrating our progress.

#### **GOALS:**

- To explicitly build educational leadership skills and strategic experience among site and system leaders
- To develop a balanced budget that maintains core programs and support programs, advances the system, and draws upon all stakeholders' perspectives
- To increase system fluency and effectiveness through technological solutions

In order to achieve these goals and progress toward our vision, the goals of the central office team are:

- **To build capacity**—to maximize central office support to site administrators and teachers for optimal student learning, motivation, success, and conduct (Decrease referrals, suspensions, and expulsions)
- **To coordinate effort**—to increase coordination of site goals, efforts, and implementations (SIT plans, Master Plan Update) in order to enhance successful practices and broaden their impact

- **To monitor implementations and progress**—to increase central office awareness, participation, and feedback role with Leadership Teams in their efforts toward increased professional skill among their teachers and increased student achievement and growth among their students. Implementations for 2010-2011 include:
  - **CFIP**—Classroom Focused Improvement Process for data analysis and application
  - **Co-Teaching**—Special Education and Regular Education teaches planning, teaching, and assessing together
  - **1 to1 Lap Top Initiative**—Expansion to Grades 8 and 9
  - **Beyond Diversity**—County professional development initiative to recognize and remove institutional racism
  - **Common Assessment**—Teachers developing and using the same assessments to make certain students are learning and to intervene with more teaching for those who didn't learn the skills and concepts.
  - **Education Reform Act Components**—Developing new teacher and principal evaluation tools in which 50% of the evaluation is based upon students' achievement and growth
  - **Leadership Summit**—Formal presentations by the principal and a leadership team to a panel on their strategic plan for 2010-2011
  - **WHS Renovation**—Moving into the final phases for the completion of the project by Fall 2011

**a. Seek additional funding from grant sources to maintain successful programs.**

ADJUSTMENT and TIMELINE	RESOURCE	CATEGORY SOURCE AND AMOUNT
<b><u>Adjust fiscal priorities in synch with teacher priorities for student progress.</u></b>		
Identify and document critical services and programs for student progress through a planned process that honors teachers' perceptions of student needs. <b>TIMELINE: November 2010</b>	Superintendent	Source: Staff time Cost: \$0
Solicit all stakeholders' input on ways and means for effectively and fairly dealing with diminishing resources. <b>TIMELINE: Nov. 2010-June 2011</b>	Superintendent	Source: Staff time Cost: \$0
Seize all opportunities for state and federal grants as they relate to Race to the Top requirements <b>TIMELINE: Nov. 2010-June 2011</b>	Superintendent	Source: Staff time Cost: \$0
Work closely with the Estuary Branch of DNR to secure work station and dock facilities on SIS grounds for study, research, and community programming <b>TIMELINE: Oct. 2010-June 2011</b>	Superintendent	Source: Staff time Cost: \$0

**b. Increase capacity of leaders and staff to meet increased demands of providing a highly effective instructional program.**

<b>ADJUSTMENT and TIMELINE</b>	<b>RESOURCE</b>	<b>CATEGORY SOURCE AND AMOUNT</b>
<b><u>Adjust work assignments of leadership staff to address Education Reform Act and Race to the Top initiatives</u></b>		
Build clarity of purpose and expectations among county leadership teams <b>TIMELINE: August- December 2010</b>	Superintendent	Source: Staff time Cost: \$0
Increase skill and opportunities for collaboration among leaders and leadership teams through Leadership Summit (Oct. 21, 2010) and Share Point as key vehicle for A&S Meetings. <b>TIMELINE: December 2010-May 2011</b>	Superintendent	Source: local Cost: \$4,138
Develop conceptual framework for Teacher and Principal evaluation to meet the requirements of the Education Reform Act and Race to the Top <b>TIMELINE: November 2010-June 2011</b>	Superintendent	Source: Staff time Cost: \$0
Develop Central Office staff goals around capacity, coordination, and monitoring. <b>TIMELINE: September, 2010</b>	Superintendent	Source: Staff time Cost: \$0

**c. Implement adjusted timeline for 1:1 student laptop program.**

<b>ADJUSTMENT and TIMELINE</b>	<b>RESOURCE</b>	<b>CATEGORY SOURCE AND AMOUNT</b>
Secure funding to support continued expansion of 1:1 Laptop Program by leasing laptops for incoming 8 <sup>th</sup> Grade students. <b>TIMELINE: October , 2010- May, 2011</b>	Grants Local Support	Source: Local Non Recurring Costs Cost: \$75,376
Secure funding to support continued expansion of 1:1 Laptop Program to Grade 10 staff in preparation for 2011-2012 advancing of 9 <sup>th</sup> graders to 10 <sup>th</sup> Grade. <b>TIMELINE: January, 2011</b>	Grants Local Support	Source: Local Cost: \$30,000
Communicate the value of the Technology 1:1 Laptop Initiative in place for all 7 <sup>th</sup> , 8 <sup>th</sup> and 9 <sup>th</sup> Grade students in the 2010-2011 school year. <b>TIMELINE: July, 2010</b>	Director of Technology Principals	Source: Staff time Cost: \$0

ADJUSTMENT and TIMELINE	RESOURCE	CATEGORY SOURCE AND AMOUNT
Revise Technology 1:1 Laptop Initiative to delay 9 <sup>th</sup> Grade student distribution until January 2011 <b>TIMELINE: January, 2011</b>	Director of Technology	Source: Staff time Cost: \$0
Communicate revised plan to administrators, staff, students, and community. <b>TIMELINE: September 2010</b>	Director of Technology Superintendent	Source: Staff Time Cost: \$0
Provide on going professional development for 8 <sup>th</sup> and 9 <sup>th</sup> grade teachers in 1:1 laptop instruction <b>TIMELINE July &amp; August 2010 October, 2010, January 2011-May 2011</b>	Internal Opportunities External Consultant	Professional Development Source: Local Cost: \$47,570
Adjust job description of Instructional Facilitators to include technology responsibilities with 1:1 instruction <b>TIMELINE: July and August, 2010</b>	Director of Technology Assistant Superintendent Supervisor of Secondary Ed	Source: Staff Time Cost: \$0
Replace Dean staffing with Technology Instructional Facilitator position at CHS <b>TIMELINE: July and August, 2010</b>	Assistant Superintendent Supervisor of Secondary Ed	

**d. Maintain and nurture positive climate among staff and community**

ADJUSTMENT and TIMELINE	RESOURCE	CATEGORY SOURCE AND AMOUNT
<b><u>Adjust APD content at the Secondary Level and EDPD content at the Elementary Level to include explicit collaboration</u></b>		
Demonstrate leadership's valuing of team and content collaboration on planning, instruction, and assessment <b>TIMELINE: Plan: August 2010 Implement: Sept. 2010-June 2011</b>	Administrators Coaches	Source: Staff time Cost: \$0
Use CFIP model for collaborative data analysis and application <b>TIMELINE: July 2010-June 2011</b>	Administrators Coaches	Source: Staff time Cost: \$0
Schedule secondary APD sessions specifically for collaboration and planning with central office monitoring <b>TIMELINE: September 2011</b>	Supervisor of Elementary Education Supervisor of Secondary Education	Source: Local Cost: \$270,046
Train administrators and leadership teams in effective collaborative practices and monitoring <b>TIMELINE: October 2010-January 2011</b>	Supervisor of Elementary Education Supervisor of Secondary Education	Source: Staff time Cost: \$0

Implement a cultural proficiency initiative through expert leadership (Beyond Diversity) that involves school and community leadership <b>TIMELINE: August 2010-July 2011</b>	Superintendent	Source: State Fiscal Stabilization (stimulus) Cost: \$50,000
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**e. Seek relief from unfair competition.**

<b>ADJUSTMENT and TIMELINE</b>	<b>RESOURCE</b>	<b>CATEGORY SOURCE AND AMOUNT</b>
<b><u>Increase Federal, State and Local understanding of small school limitations in competitive grant applications.</u></b>		
Seek additional understanding of Innovation Grant rejection in spite of perfect score. <b>TIMELINE: October-December 2010</b>	Superintendent	Source: Staff time Cost: \$0
Communicate findings from Federal Offices to Local and State agencies and organizations; advocate for in-state partnerships between small and large counties <b>TIMELINE: December 2010-May 2011</b>	Superintendent	Source: Staff time Cost: \$0
Seek new fiscal resources <b>TIMELINE: July 2010-June 2011</b>	Superintendent	Source: Staff time Cost: \$0

**f. Adjust non essential requirements to ease staff burdens and promote a positive climate.**

<b>ADJUSTMENT and TIMELINE</b>	<b>RESOURCE</b>	<b>CATEGORY SOURCE AND AMOUNT</b>
Adjust Central Office staff goals to support essential work of sites (Building Capacity, Coordinating Efforts, and Monitoring Implementations) <b>TIMELINE: August, 2010</b>	Supervisors; Directors, Assistant Superintendent, Superintendent	Source: Staff time Cost: \$0
Solicit suggestions from A&S on ways to ease burdens and promote positive climate in times of scarce resources. <b>TIMELINE: September, 2010</b> Act on suggestions. <b>TIMELINE: Oct 2010-June '11</b>	Superintendent and Central Office Staff	Source: Staff time Cost: \$0
Plan specific means of support for schools in Corrective Action Needs assessment. <b>TIMELINE: October 2010</b> Act on suggestions.	Principals and Leadership Teams	Source: Staff time Cost: \$0

<b>TIMELINE: Nov. 2010-June '11</b>		
Prioritize student learning at all sites by seeking input/perspective from site staff through site visits and PLC <b>TIMELINE: Sept. 2010-June '11</b>		Source: Staff time Cost: \$0

**g. Maintain progress on Washington Academy and High School Renovation.**

<b>ADJUSTMENT and TIMELINE</b>	<b>RESOURCE</b>	<b>CATEGORY SOURCE AND AMOUNT</b>
Provide continuous update of Commissioners on status and progress of WAHS project <b>TIMELINE: September, 2010</b>	Superintendent and Director of Facilities and Transportation	Source: Staff time Cost: \$0
Maintain project within or below budget and reduce as much forward funding demand on commissioners as possible <b>TIMELINE: July, 2010-Sept. 2011</b>	Director of Facilities and Transportation	Source: Staff time Cost: \$0
Keep public informed; express appreciation to IAC, Governor, and Commissioners for support of upgrading facility to enhance academic progress and safety of students <b>TIMELINE: July, 2010-Sept.. 2011</b>	Superintendent and Director of Facilities and Transportation	Source: Staff time Cost: \$0

**h. Promote expansion of Parent Advisory Councils at all sites for 2010.**

<b>ADJUSTMENT and TIMELINE</b>	<b>RESOURCE</b>	<b>CATEGORY SOURCE AND AMOUNT</b>
Expand participation in Countywide Parent Advisory Council and increase C-PAC's interface with the Board <b>TIMELINE: September, 2009</b>	Superintendent	Source: Staff time Cost: \$0
Collect feedback on impact of Parent Advisory Councils on site, student performance, attitude of parents <b>TIMELINE: September, 2010-Jan. 2011</b>	Superintendent	Source: Staff time Cost: \$0
Adjust program of Superintendent Coffee's to occur in evening hours as well as daytime <b>TIMELINE: Sept., 2009-May 2010</b>	Superintendent	Source: Staff time Cost: \$0