I. Call to Order – Mrs. Trudie Hill, Chairman

II. Invocation and Pledge of Allegiance – Mrs. Mary Beth Watson

III. Items from the Audience

IV. Presentation: Stacey Rutledge, Principal - Norman Park Update

V. Items for Board approval
   A. Request Board approval of Personnel
   B. Request Board approval of E-rate Access Point Project Purchase Order
   C. Request Board approval of Vis-Abilities Contracted Services for Students with Special Needs
   D. Request Board approval of Fuel My Club Fundraiser for CCHS
   E. Request Board approval of School Zone Letter

VI. Items from Superintendent
   A. Review Policy
      1. Professional Learning Policy GAD

VII. Executive Session

VIII. Adjourn

DATES TO REMEMBER:

August 13  Achievement Center’s 1st day of classes
August 20  Meet The Packers – 6:30 CCHS Cafeteria
August 22  Corky Kell – 5:45 @ GA Dome
August 24  Regular Board Meeting
August 28  Packers v Plant City, FL – 8 p.m.
BOARD APPROVAL NEEDED:

CERTIFIED:

Employment:  * Brazeale, Krista, Teacher, Stringfellow, 08/03/2015
               Phillips, William, Teacher, Gray, 08/03/2015
               Youwakim, Kelley, Teacher, Gray, 08/03/2015

Leave of Absence:  Bullard, Holly, Teacher, Sunset, (Unpaid Medical Leave)
                   Illian, Karen, Teacher, WJW, 08/03/2015 - 09/28/2015
                   * Jordan, Kayla, Teacher, Gray, 08/21/2015 - 09/21/2015

Resignation:  Cason, Lana, Social Worker, Cox, 08/14/2015
               * Underwood, Ashley, Teacher, Gray, 08/04/2015

CLASSIFIED:

Employment:  * Flores, Aurea Arroyo, Systemwide-Bus Monitor, Transportation, 08/10/2015
               * Palmer, Cynthia, Systemwide-Bus Monitor, Transportation, 08/10/2015
               Propst, Bryan, Teacher/Aid, Achievement Center, 08/05/2015
               Ruzzo, Kelli, Assistant Manager, CCHS, 10/01/2015
               * Whittaker, Pamela, Paraprofessional, CCHS, 08/11/2015

Leave of Absence:  Dekle, Michael, Maintenance, Systemwide, 07/31/2015 - TBD
                   Wilson, Linda, Custodian, RBW, 07/27/2015 - TBD

Resignation:  Blease, Cynthia, Paraprofessional, Odom, 08/01/2015
               Merrick, Rachel, Paraprofessional, Sunset, 08/03/2015
               * Murray, Dianne, Bus Driver, Transportation, 08/07/2015
               * Nelson, Gail, Bus Driver, Transportation, 08/05/2015

Community Coach:  Dillion, Dalton

School Nutrition Sub:  Murphy, Mechelle

Substitute Bus Driver/Monitor:  * Ramirez, Pedro

Substitute Teacher:  Steven Bass, Patricia Fields, Barbara Avery, Sharon Conner, Duane Fallin, Ann Parker
                    Londa Faircloth, Sherry Jones, Kimberly Ashley, Candace Allyn, Walter Harrison

FOR BOARD INFORMATION:

CERTIFIED:  * Davis, Angie, Transfer from 5th Grade Teacher, Stringfellow to RTI Resource Teacher, Stringfellow, 08/03/2015
* Hough, Donna, Transfer from Kindergarten Teacher, Stringfellow to 2nd Grade Teacher, Stringfellow, 08/03/2015

**Contract Rescission:** Lloyd Campbell, Jasmine Copeland

**Declined Offer:** Malcom Warren

**CLASSIFIED:**

**Declined Offer:** * Kimberly Smith, Heather Gartman
EXEMPT FROM STATE TAXES

CONVERGED NETWORKS LLC
2 STILL SHADOW DRIVE
SUITE G
CHARLESTON, SC 29414

COLOQUIT COUNTY BOARD OF ED
P.O. BOX 2708
710 28th AVENUE, S.E.
MOULTRIE, GA 31776

Purchase Order
Order # 80107005-00

VOID AFTER 90 DAYS

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**** General Ledger Summary Section ****

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Approved By

VENDOR COPY
May 27, 2015

Dr. DePaul,

Attached is the sole bid for the contracting of orientation and mobility services for students with special needs for fiscal years 2016 and 2017.

VIS-ABILITIES has bid $65 per hour for services and travel reimbursement according to the most current, approved rates at the time of billing.

I recommend the approval of the attached bid from VIS-ABILITIES to provide orientation and mobility services to students with disabilities for the 2015-2016 and 2016-2017 school years.

Respectfully,

Etta Faggioni
Director
ORIENTATION AND MOBILITY THERAPY SERVICES
CONTRACT BID INFORMATION

Professional Qualifications of Therapist:

1. Must have Training in Orientation and Mobility for the Blind and Visually Impaired by an accredited college.
2. Certified with the AER (Association of Education and Rehabilitation of Blind and Visually Impaired).
3. Prefer a Vision Educators Certification with the State of Georgia, but not required.

Responsibilities of Orientation and Mobility Therapist:

1. Develop and implement short-term objectives based on an initial Orientation and Mobility evaluation to be completed at the first of the school term.
2. Participate in Annual IEP meetings on students served.
3. Provide instruction in the school and community settings for 1 to 2 hours weekly as dictated by IEP Committee.
4. Submit a narrative progress report to the Vision Impaired Teacher every nine (9) weeks.
5. Submit an invoice for services rendered to the Program for Exceptional Children’s office at the end of every month, broken down by students and school.

Please remit the following to:  Ms. Etta Faggioni, Director
Program for Exceptional Children
348 Industrial Drive
Moultrie, GA 31788

BID INFORMATION:
CHARGES FOR ONE(1) HOUR SESSION: $65.00

CHARGES FOR TRAVEL(if applicable): $0.56 per mile

Debra S. Whitley
C.O.M.S., R.T.C.
5/22/2015

Serving Students With Special Needs
July 27, 2015

To: Dr. S. DePaul

From: S. Terrell

Re: Fuel My Club

CCHS would like to enter into agreement with Fuel My Club for digital coupons. This fundraiser would be conducted by CCHS in an effort to increase scholarships available to our students for many areas as well as fundraising for individual organizations. This new technological idea will be a step in the right direction with technology available at this time. Please consider this opportunity.
FUELMYCLUB™ LICENSING AGREEMENT  
Effective Date: August 1, 2015

Colquitt County School District on behalf of Colquitt County High School ("Organization") agrees to license from Club Digi, Inc., a Delaware corporation ("Club Digi"), the Club Digi Services according to the below terms.

Term of Agreement: This Agreement will be effective for an initial term beginning August 1, 2015 and ending December 31, 2015 renewable at the election of the Colquitt County Board of Education to extend through and until May 31, 2015.

Revenue to Organization and Licensing Fees to Club Digi:

$ 290  Initial Deposit due upon execution of the Agreement which will be returned to Organization from the first funds collected

%  to Organization of Net Revenue received from end user purchased subscriptions to Club Digi Mobile App. Remainder of revenue retained by Club Digi as licensing fee (see below for correct percentage).

Digital coupons will be procured, supplied, and managed by (check one):

____ Club Digi (60% of funds raised go to Organization)

____ Organization (70% of funds raised go to Organization)

__________ (date)  is our targeted Launch Date for the FuelMyClub fundraising campaign.

Additional Terms

The Terms and Conditions attached as Attachment A are incorporated herein by reference.

<table>
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ATTACHMENT A
Terms and Conditions

1. DEFINITIONS

1.1 "Agreement" means this Club Digi Licensing Agreement including all attachments and exhibits as it may be amended from time to time.

1.2 "Club Digi Mobile App" means Club Digi's proprietary end user mobile device applications available for iOS and Android mobile devices, and any Updates thereto.

1.3 "Club Digi Services" means Club Digi's proprietary FuelMyClub™ software and services including the Club Digi Mobile App, support services, and administrative web portal, and any Updates thereto.

1.4 "Net Revenue" means the revenue received by Club Digi from the sale of subscriptions of the Club Digi Mobile App to end users minus any merchant fees, credit card processing fees, or bank transfer fees incurred by Club Digi in the subscription sales or transfer of funds to Organization.

1.5 "Update" means any improvement, enhancement, modification and/or changes to the Club Digi Services provided by Club Digi, in its sole discretion, as part of subsequent versions of the Club Digi Services.

2. LICENSE AND FEES

2.1 License. During the term and in conformity with the terms of this Agreement, Club Digi grants to Organization a non-exclusive, personal, worldwide, non-transferable, limited-scope license to (a) access and use the Club Digi Services; (b) market the use of the Club Digi Mobile App by third parties, (c) and use the marketing material and trademarks of Club Digi to market the use of the Club Digi Mobile App.

2.2 Restrictions. Organization may only use the Club Digi Mobile App in the ordinary course of its own fundraising efforts. Customer will not, in whole or in part modify, adapt, translate, reverse engineer, make alterations, decompile, disassemble or make derivative works based on the Club Digi Services except as otherwise permitted by law.

2.3 Revenue to Organization and Licensing Fees to Club Digi. During the term of this Agreement and for a period of thirty (30) days after termination, Organization will receive a percentage of the Net Revenue generated from the sale of subscriptions of the Club Digi Mobile App to end users stated above. All other revenue generated from the Club Digi Mobile App will be retained by Club Digi as the fee for the license of the Club Digi Services under this Agreement. If set forth above, Organization will also pay an initial setup deposit which is due upon execution of this Agreement and will be returned from the first funds collected. The fees paid to Club Digi do not include any taxes that may be due to the state or municipality in which Organization resides. If any taxes become due, Club Digi will be responsible for and reimburse and hold Organization harmless against the payment of all such taxes.

3. CLUB DIGI'S OBLIGATIONS AND LIABILITY

3.1 Implementation. Promptly after execution of this Agreement, Club Digi will implement the Club Digi Services for Organization.

3.2 Support. Club Digi will provide Organization with implementation services, consulting services, training services, fundraising analysis, error corrections, and enhancements from time to time, in order to assist Organization in maximizing its fundraising efforts using the Club Digi Services.
3.3 **Payment.** Club Digi will reconcile total funds generated and submit payment of the percentage of funds to Organization at the end of each month of the fundraising period.

3.4 **Infringement.** Club Digi warrants that the Club Digi Services do not infringe upon any U.S. copyright, patent or other proprietary right. Club Digi will indemnify Organization against any third party claim of such infringement by paying any damages finally awarded by a court of competent jurisdiction, and any settlements and legal costs pre-approved in writing by Club Digi, to the extent that the damages, settlements and costs resulted from such infringement. As conditions to this indemnification, Organization must notify Club Digi promptly after Organization receives or learns of any infringement claim, Club Digi will have sole control of the defense and settlement of the claim, and Organization will cooperate with Club Digi in the defense of any claim. If an infringement claim is initiated or in Club Digi’s opinion is likely to be initiated, then Club Digi may make the Club Digi Services non-infringing, or arrange for Organization’s continued use of the Club Digi Services, or terminate this Agreement.

3.5 **Disclaimers.** EXCEPT FOR THE WARRANTY IN SECTION 3.4 ABOVE, CLUB DIGI MAKES NO REPRESENTATIONS OR WARRANTIES, EXPRESS OR IMPLIED, WITH RESPECT TO THIS AGREEMENT, THE CLUB DIGI SERVICES, OR ANY OTHER MATTER, INCLUDING (WITHOUT LIMITATION) ANY IMPLIED WARRANTY OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, OR NONINFRINGEMENT.

3.6 **Limitation of Liability.** EXCEPT WITH RESPECT TO THE INDEMNIFICATION PROVISIONS HEREIN, CLUB DIGI'S TOTAL LIABILITY TO ORGANIZATION UNDER THIS AGREEMENT OR OTHERWISE WILL NOT EXCEED THE FUNDS RAISED AND ACTUALLY PAID BY ORGANIZATION TO CLUB DIGI FOR THE PARTICULAR LICENSE GIVING RISE TO THE CLAIM. EXCEPT FOR ORGANIZATION’S PAYMENT OBLIGATIONS HEREUNDER, NEITHER PARTY WILL BE LIABLE FOR ANY LOST REVENUES, LOST PROFITS, LOSS OF BUSINESS, OR CONSEQUENTIAL OR SPECIAL DAMAGES OF ANY NATURE, WHETHER OR NOT FORSEEABLE, RELATING TO THIS AGREEMENT.

4. **ORGANIZATION OBLIGATIONS**

4.1 **Computer System.** Organization will: (a) cooperate and consult with Club Digi in the set-up and activation of the Club Digi Services for Organization; and (b) provide and maintain, in good and working order at all times, its own internet access and all necessary communications equipment, software and other materials necessary for access and use the Club Digi Services. Organization will follow Club Digi’s recommendations as to the internet browsers to use in accessing the Club Digi Services. Organization is responsible for the security of its own computer systems and the security of its access to and connection with the Club Digi Services.

4.2 **Digital Coupon Information.** If Organization supplies any digital coupons in the Club Digi Services, Organization represents and warrants the digital coupon information is true, accurate, not misleading, and that Organization has the right to offer such coupon on behalf of the vender. If Organization discovers a certain coupon is not accurate or valid, it agrees to remove the coupon from the Club Digi Services immediately. Club Digi shall not be liable for the accuracy, completeness, or authenticity of digital coupons furnished by Organization or a third party provider, and shall have no obligation or responsibility to audit, check or verify the digital coupons furnished by Organization or third party provider.
4.3 Sale of Subscriptions to End Users. During the term of this Agreement, Organization is solely responsible for the marketing and sale of subscriptions to the Club Digi Mobile App to end users.

5. CONFIDENTIALITY AND RESTRICTIONS

5.1 Ownership. The Club Digi Services are the sole property of Club Digi or its licensors, and Club Digi or its licensors own all copyrights and other proprietary rights in and to the Club Digi Services.

5.2 Use and Disclosure Restrictions. Organization acknowledges that the Club Digi Services is a highly valuable trade secret and proprietary property of Club Digi or its licensors. Organization shall not in any manner market, sell, license, sublicense, publish, disclose, modify or copy any of the Club Digi Services or related products except as expressly authorized in this Agreement.

5.3 Trademark Usage.

(a) Organization acknowledges that the Club Digi Services include the trade name FuelMyClub™ which is a mark owned by Club Digi. Organization agrees to use the FuelMyClub™ mark, and any other mark owned or used by Club Digi in conformity to the then existing use standards promulgated by Club Digi. Organization shall use the appropriate symbols for trademarks with the first appearance of such designation in all external communications, marketing materials and the like prepared by Organization in connection with the performance of its obligations under this Agreement. Club Digi grants Organization, during the term of this Agreement, a non-exclusive license to use and display the FuelMyClub™ name, logo, and marks in conformity herewith.

(b) Organization hereby grants to Club Digi, during the term of this Agreement, a non-exclusive license to use and display Organization’s Customer name, logo and other trademarks (“Organization Trademarks”) designated by Organization on the user interface through which users access and use the Club Digi Services, and otherwise for the purposes of performing its obligations under this Agreement.

5.4 Feedback. To the extent that Club Digi receives from Organization or any of its users any suggestions, ideas, improvements, modifications, feedback, error identifications or other information related to the Club Digi Services, or any other products or services (“Feedback”), Club Digi is the owner of such Feedback and may use, disclose and exploit it without restriction, including to improve the Services and to develop, market, offer, sell and provide other products and services.

6. GENERAL

6.1 Term. This Agreement will be effective for an initial term as set forth above.

6.2 Termination. Either party may terminate this Agreement by written notice of its election not to renew this Agreement at least thirty days (30) days prior to the end of the then-current term. Except as provided for elsewhere in this Agreement, Club Digi will continue to service and supply the Club Digi Mobile App to end users until the expiration of any then existing end user subscriptions to the Club Digi Mobile App. Club Digi may terminate this Agreement immediately upon written notice to Organization if Organization violates the scope or any restriction on its license under this Agreement or its obligations hereunder.

Colquitt - Club Digi License Agreement 20155
6.3 **Club Digi Mobile App Terms of Use.** An end user’s purchase of a subscription to the Club Digi Mobile App is subject to the end user’s acceptance of the Club Digi Mobile App’s terms of use which Club Digi may amend in its sole discretion at any time without notice.

6.4 **Intentionally Omitted.**

6.5 **Entire Understanding.** This Agreement states the entire understanding between the parties with respect to its subject matter, and shall not be modified except in a written document signed by authorized officers of both parties.

6.6 **Force Majeure.** Notwithstanding any other provision of this Agreement, no party to the Agreement shall be deemed in default or breach of this Agreement or liable for any loss or damages or for any delay or failure in performance (except for the payment of money) due to any cause beyond the reasonable control of, and without fault or negligence by, such party or its officers, directors, employees, agents or contractors.

6.7 **Assignment and Successors.** No right or license under this Agreement may be assigned or transferred by Organization, nor may any duty be delegated by Organization without Club Digi’s prior written consent. This Agreement will bind and inure to the benefit of the successors and assigns of the parties. Any assignment, transfer or delegation in contradiction of this provision will be null and void.

6.8 **Severability.** If any provision of this Agreement is construed to be invalid, illegal or unenforceable, then the remaining provisions of this Agreement shall not be affected thereby and shall be enforceable without regard thereto. In any such event, the affected provision of this Agreement shall be deemed modified to the extent necessary to render it enforceable in a manner that is as consistent as possible with the purposes and intent of this Agreement.

6.9 **Governing Law and Jurisdiction.** This Agreement shall be construed under the laws of the State of Georgia, without regard to its principles of conflicts of law.

6.10 **Intentionally Omitted.**

6.11 **Notice.** All notices required or permitted under this Agreement will be in writing and sent by certified mail, return receipt requested, by reputable overnight courier, or by hand delivery. The notice address for each party is stated above. Any notice sent in the manner sent forth above shall be deemed sufficiently given for all purposes hereunder (i) in the case of certified mail, on the third business day after deposited in the U.S. mail, and (ii) in the case of overnight courier or hand delivery, upon delivery. Either party may change its notice address by giving written notice to the other party by the means specified in this Section.

6.12 **Independent Contractor.** Club Digi is acting as an independent contractor in its capacity under this Agreement. Nothing contained in this Agreement or in the relationship of Organization and Club Digi shall be deemed to constitute a partnership, joint venture, or any other relationship between Organization and Club Digi except as is explicitly set forth by the terms of this Agreement.

6.13 **Counterparts and Signatures.** This Agreement may be signed in counterparts with the same effect as if the signatures were upon a single instrument, and all such counterparts together shall be deemed an original of this Agreement. For purposes of this Agreement, a facsimile copy or electronic copy of a party’s signature, or an electronic signature of a party shall be sufficient to bind such party.
Welcome to a real “Game Changer” in the world of fundraising

Club Digi has assembled a team of industry experts that know and have experienced firsthand the challenges and inefficiencies in the necessity of fundraising for your Club. Though paper coupons and plastic cards have been around for decades, the difficulty of motivating kids and parents, selling door to door, collecting cash, keeping up with cards, signing up local merchants, and providing great value to your supporters has not changed.

The burden and pressure on coaches to not only make sure they have proper funding each year but to continue to have a winning program is overwhelming. FuelMyClub’s focus is simple. Make it easier for coaches, kids, and parents to raise more money, year after year. Club Digi’s technology team has provided more than 300 mobile applications to the market with millions of downloads to smartphones each year. Now it’s your turn to take advantage of mobile technology and the social media revolution to make your fundraising easier and more effective. Time to take a break Coach, and let FuelMyClub do the work for you.

Deals from your favorite local businesses plus more top national brands!

For more information visit
www.fuelmyclub.com

The way your club raises funds is about to change...

Fuel My Club
www.fuelmyclub.com
info@fuelmyclub.com
(404) 954-1249
**VALUE PROPOSITION**

**Coach’s Leaderboard**
- Monitor amount of funds raised
- Automatic money collection
- Easy communication with participants

**Merchants**
- Easy to create & update offers
- Control quantity, date, and time of offers
- Exposure to a far greater customer base

**Donors**
- Receive high value coupons from top brands
- Sort coupons by category, location & distance
- New offer notifications, local & national

**Participants**
- Easy selling to friends & family
- Easy to collect funds
- Sell more via Social Media

**SIMPLE SALES PROCESS**

**TAP INTO THE POWER OF YOUR CLUB’S SOCIAL NETWORK AND WATCH YOUR FUNDRAISER EXCEED YOUR EXPECTATIONS**

1. Participants can sell face to face, by email, text, Facebook, and other Social Media
2. Donors can buy & share face to face, by email, text, Facebook, and other Social Media
3. Friends of Donors continue to share face to face, by email, text, Facebook, and other Social Media
4. With Local and National offers of top brands, your fundraising potential is unlimited

**fuelmyclub**
Certified Personnel

All employees shall be provided opportunities for the development of increased competence beyond that which they may attain through the performance of their assigned duties.

In the light of their impact upon the lives of students and in keeping with the breadth of experience and depth of training, which they possess, opportunities for the certificated staff shall be especially enriched and varied.

The Superintendent shall develop a Comprehensive Staff Development Plan, which shall be submitted to the Board of Education annually. Final approval of the plan rests with the Board, which shall then be transmitted to the State Department of Education for their approval.

The plan shall provide the staff with opportunities in areas such as the following:

1. Visits to other classrooms and other schools.
2. Conferences involving other personnel from the school system, county, state, region, or nation.
3. Membership in committees drawing personnel from such sources.
4. Training in classes and workshops offered within the school system.
5. Further training in institutions of higher learning.

The staff development programs shall be designed to meet the needs of personnel seeking an initial renewable certificate in areas of deficiencies as a result of required testing and on-the-job performance assessments; to address and meet the needs and deficiencies of school system personnel as identified through the annual personnel evaluation process; and to meet other needs identified by the Staff Development Advisory Committee and the State Board of Education. (See GBI - Staff Evaluation)

The Superintendent shall appoint a Staff Development Advisory Committee which shall advise and assist the Staff Development Coordinator with respect to the assessment of needs, priorities, content of activities, evaluation and modification of the program plans. Membership on the committee shall be representative of the probable participants in the staff development activities.

The budget of the school system shall include funds to help defray staff development expenses of employees. Determination of staff development activities and participants will be made by the Superintendent or designee.

Salary supplements from State sources for participation in staff development activities beyond the regular school day and/or year require approval by the State Department of Education.
The Colquitt County Board of Education is committed to the establishment and implementation of a comprehensive improvement plan designed to improve educator effectiveness resulting in increased student achievement.

A component of the comprehensive improvement plan shall be a professional learning plan detailing the professional learning process that is needed to support the major components of the improvement plan. The professional learning plan shall organize and direct all professional learning that enhances the knowledge, skills and practices of district personnel, regardless of the funding source.

The Superintendent or designee shall appoint a professional learning coordinator to facilitate the development, implementation, monitoring, and evaluation of the district’s professional learning. The plan for professional learning should be based on multiple data sources including, but not limited to, student achievement and teacher/leader effectiveness measures. The plan and its implementation shall be aligned to rigorous standards for professional learning and shall be consistent with all requirements of the State Board of Education. Each school principal shall appoint a professional learning leader to facilitate the school’s professional learning designed to support and be an integral part of the school improvement plan.

School principals and district leaders shall be responsible for engaging teachers and other district personnel in ongoing professional learning as part of the district’s comprehensive improvement plan.

**Expenditure of Funds**

Professional learning funds may be expended for one or more of the following:

(i) Staffing options and compensation to support a professional learning coordinator, instructional coaches, mentors, and teacher and principal leaders;

(ii) Compensation to teachers, leaders, and instructional coaches for facilitating professional learning outside contracted hours;

(iii) Release time for teachers to serve as mentors/instructional coaches;

(iv) Substitute teacher salaries/benefits for release time for teachers to participate in professional learning;

(v) Travel for professional learning purposes;

(vi) Professional and technical service fees and expenses for instructors and consultants;

(vii) Instructional equipment, materials and supplies for professional learning purposes;

(viii) Training materials and supplies; (ix) Stipends.

(x) Reimbursement for expenditures of persons who successfully complete conferences, workshops or courses approved by the professional learning coordinator and in accordance with the LEA’s policy.

2. Stipends may be awarded only if the following conditions exist:

(i) There is evidence that the knowledge, skills, practices, and dispositions gained from the professional learning activity are aligned to an approved individual plan, or a school or LEA initiative and/or product, and/or specific goals; and

(ii) There is evidence that the knowledge, skills, practices, and dispositions developed through participation in or facilitation of professional learning have been implemented/demonstrated in the classroom/work setting; and
(iii) Participation occurs beyond regular contract hours, days, or school year.

3. Funds budgeted for professional learning shall be used to enhance the knowledge, skills, practices, and dispositions primarily of certified personnel related to improving teaching and learning as measured by student achievement.

4. Expenses may be paid for a degree, additional coursework and/or certification endorsements earned at the request and approval of the LEA to meet an identified LEA need.

5. State and federal funds designated for professional learning shall not be used to pay stipends to school board members or to school council members who are not employees of the LEA.

**Annual Reports**

Colquitt County Schools’ multi-year comprehensive improvement plan, budget, and annual report shall be submitted to the Georgia Department of Education at a time and in a manner identified by the Department.

**Study/Personal Development**

The fundamental goals of all in-service activities encouraged or sponsored by the school system shall be the continuing improvement of instructional and allied services to be achieved through the professional growth of its personnel.

School system sponsored study, as distinguished from regular college course study, is to be addressed specifically to local school needs, and, as a rule, shall be presented in the school system. Otherwise, level of content, academic standards, as well as time and work requirements may be similar to those usually associated with course offerings in accredited college and university school programs.

In addition, certificated personnel will, to the extent possible, be provided opportunities for personal development activities, which may be carried on individually with financial support for such activities from the school system.

The Superintendent or designee is authorized to establish such administrative procedures or regulations as may be needed to implement this policy.