

## **Exhibit D – Consequences Component of Contract**

### **For the Cobb County School District**

Sanctions and interventions for nonperforming schools:

The schedule of sanctions and interventions shall be designed to ensure that the local school system sufficiently addresses the achievement deficiencies at all non-performing schools under the local school system's management and control. Such sanctions and interventions shall be at the recommendation of GOSA and shall include the following:

Annually, all schools in the Cobb County School District will develop and submit a School Strategic Plan with components addressing the annual performance goals as outlined by the IE<sup>2</sup> contract. In accordance with O.C.G.A. § 20-2-84.1, the Cobb County School District will employ the following interventions or sanctions at all non-performing schools under the Cobb County School District's local management and control. The sanctions and interventions shall include the following:

- (a) If based upon the review of 2018-19 performance data, a school has not made sufficient progress toward meeting the articulated academic goals, a school improvement plan will be incorporated into the annual school strategic planning process. The school improvement plan will address the specific achievement deficiencies along with a targeted plan to address the deficiencies. The school improvement plan and the targeted plan will be approved and monitored by the district throughout the academic year.
- (b) If based upon the review of 2020-21 performance data, a school has not achieved three years of growth in the articulated academic goals, the Cobb County School District will apply direct school management support and intensive teacher development support as outlined in the jointly developed school improvement plan between the school leadership and district leadership staff. Implementation of the school improvement plan will be jointly approved and monitored by the school system and the Georgia Department of Education.
- (c) If based upon the review of 2018-19 operational data, the district has not made significant progress toward meeting the articulated operational goals, a district improvement plan will be incorporated into the annual district strategic planning process. The district improvement plan will address the specific achievement deficiencies along with a targeted plan to address the deficiencies. The district improvement plan will be presented to the local board of education and reported quarterly throughout the year.
- (d) If based upon the review of 2020-21 operational data, the district has not achieved the articulated operational goals, the Cobb County School District will consult with representative from the Georgia Department of Education and jointly develop a district improvement plan. Implementation of the district improvement plan will be jointly monitored by the school system and the Georgia Department of Education.