Willow Springs R-IV School District

Improving the Quality of Life for Everyone
Through Quality Education

Comprehensive School Improvement Plan | 2016-17

Contents

District Goals

The following goals have been identified for the Willow Springs R-IV School District:

Students—Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.

Personnel—Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (Local Educational Agency)/district mission, goals, and objectives

Facilities—Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.

Community—Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.

Governance—Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

School Improvement Plan

Goal 1: Student Performance

Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.

Objectives:

1. Increase the number of students who meet or exceed standards by 10% annually on local, state, and national tests.
2. Increase the number of subgroup students[1] who are proficient or higher on the MAP test by 10% annually.
3. Increase attainment of English language proficiency yearly.
4. Maintain zero dropouts and 100% graduation rate.
5. Increase attendance by 0.5% annually and increase the number of students with 90% attendance by 1% annually.
6. Decrease office discipline referrals (ODR's) and tardy referrals by 5% annually.

Data that will help determine the progress of the objectives.

- ➤ Local: Common Assessments, STAR, Acuity
- ➤ State: MAP, APR
- ➤ National: ACT

---

[1] Subgroup students include free/reduced lunch (F/R), special education (IEP), English language learners (ELL), and the supersubgroup (all previously listed plus black students).

Supporting Data for Goal 1

MAP-English Language Arts (Percentage Advanced & Proficient)

	2010	2011	2012	2013	2014	2015	2016
All Students	53.4%	56.0%	57.5%	55.4%	53.8%	60.5%	69.5%
Supersubgroup	42.8%	47.2%	49.9%	47.2%	45.4%	52.3%	61.6%
ELL	32.8%	37.3%	32.7%	29.6%	21.2%	34.0%	53.1%
IEP	22.2%	26.4%	34.8%	31.5%	20.2%	19.4%	22.6%
Free/Reduced	43.5%	47.9%	50.1%	48.0%	45.8%	52.4%	62.5%

MAP-English Language Arts (MPI)[2]

	2010	2011	2012	2013	2014	2015	2016
All Students	353.6	360.2	359.8	358.5	354.2	349.8	366.7
Supersubgroup	330.4	340.1	343.2	340.4	335.7	327.8	343.0
ELL	303.4	294.1	289.8	288.9	290.4	282.0	320.4
IEP	254.3	272.5	290.2	282.9	261.5	215.9	233.0
Free/Reduced	334.0	342.2	343.9	342.9	336.7	329.2	344.9

MAP-Math (Percentage Advanced & Proficient)

	2010	2011	2012	2013	2014	2015	2016
All Students	60.9%	58.6%	59.3%	58.3%	54.2%	42.4%	45.4%
Supersubgroup	51.8%	50.5%	52.5%	51.8%	49.1%	36.7%	38.4%
ELL	50.0%	44.9%	44.9%	48.9%	40.0%	30.0%	35.4%
IEP	28.4%	31.1%	41.2%	30.6%	28.7%	10.2%	6.7%
Free/Reduced	52.8%	51.4%	52.7%	52.3%	49.4%	36.7%	38.5%

MAP-Math (MPI)

	2010	2011	2012	2013	2014	2015	2016
All Students	366.3	361.2	361.0	362.5	355.0	299.2	319.5
Supersubgroup	348.2	347.2	348.5	349.4	342.1	281.0	298.6
ELL	331.7	338.8	340.8	357.4	330.9	272.0	298.0
IEP	291.9	287.8	320.0	305.1	289.8	174.6	182.4
Free/Reduced	349.5	349.9	350.1	351.5	343.0	282.9	300.6

[2] MAP Percentage Index-Each achievement level (Advanced, Proficient, Basic, Below Basic) receives points and is computed into the MPI.

MAP-Science (Percentage Advanced & Proficient)

	2010	2011	2012	2013	2014	2015	2016
All Students	65.9%	63.6%	59.3%	70.2%	61.7%	64.8%	64.4%
Supersubgroup	55.6%	55.1%	48.1%	61.7%	51.1%	58.3%	55.4%
ELL	37.5%	57.1%	45.0%	25.0%	21.4%	47.6%	26.7%
IEP	25.0%	30.0%	34.3%	51.4%	29.0%	42.6%	15.6%
Free/Reduced	55.5%	56.3%	48.5%	61.9%	52.9%	58.4%	56.2%

MAP-Science (MPI)

	2010	2011	2012	2013	2014	2015	2016
All Students	374.6	371.6	370.4	391.6	363.5	376.0	369.6
Supersubgroup	351.9	348.1	346.4	379.3	345.1	363.6	350.0
ELL	281.3	314.3	330.0	333.3	292.9	347.6	286.7
IEP	290.0	263.3	331.4	354.3	316.1	331.9	237.8
Free/Reduced	350.5	354.2	344.3	380.4	347.7	362.4	352.3

MAP-Social Studies (Percentage Advanced & Proficient)

	2010	2011	2012	2013	2014	2015	2016
All Students	36.5%	40.5%	61.1%	32.9%	52.8%	69.5%	52.3%
Supersubgroup	22.4%	40.4%	47.1%	32.7%	48.0%	65.0%	46.6%
ELL	20.0%	41.7%	40.0%	25.0%	18.2%	55.5%	0.0%[3]
IEP	11.1%	25.0%	33.3%	7.7%	27.8%	55.5%	25.0%
Free/Reduced	21.4%	40.0%	47.1%	34.0%	49.5%	64.8%	45.2%

MAP-Social Studies (MPI)

	2010	2011	2012	2013	2014	2015	2016
All Students	294.6	308.9	351.4	280.2	329.2	393.3	362.7
Supersubgroup	258.8	306.4	329.4	285.1	303.9	386.0	346.7
ELL	200.0	275.0	320.0	225.0	209.1	366.7	300.0
IEP	155.6	258.3	200.0	192.3	266.7	366.7	287.5
Free/Reduced	257.1	307.1	329.4	288.7	307.2	387.0	342.9

ACT Composite Score

	2010	2011	2012	2013	2014	2015	2016
All Students	20.4	20.9	20.3	20.6	20.9	21.3	

---

[3] One student was in the pool for 2017 ELL in Social Studies

4-Year Graduation Rate

	2010	2011	2012	2013	2014	2015	2016
All Students		80.0%	91.0%	98.6%	100.0%	98.8%	97.7%
ELL		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
IEP		60.0%	100.0%	85.7%	100.0%	100.0%	93.8%
Free/Reduced		71.1%	94.4%	100.0%	100.0%	97.7%	98.2%

Number of Dropouts

	2010	2011	2012	2013	2014	2015	2016
All Students	5	5	2	0	0	0	0

Attendance (ADA)

	2010	2011	2012	2013	2014	2015	2016
All Students	94.0%	94.0%	94.5%	94.6%	94.7%	95.0%	94.9%
ELL		92.8%	92.8%	92.8%	92.4%	93.2%	92.8%
IEP		92.4%	93.7%	93.7%	93.6%	93.8%	93.7%
Free/Reduced		93.2%	93.7%	93.7%	94.0%	94.6%	94.2%

Attendance (90/90)

	2010	2011	2012	2013	2014	2015	2016
All Students	84.0%	84.7%	87.2%	86.8%	87.9%	89.0%	88.4%
ELL	76.4%	77.7%	78.4%	81.6%	79.2%	83.9%	79.0%
IEP	75.4%	80.8%	83.3%	81.2%	81.6%	83.5%	84.3%
Free/Reduced	79.0%	79.2%	82.9%	82.6%	84.5%	86.6%	84.9%

ODR's

	2010	2011	2012	2013	2014	2015	2016
All Students		2243	2799	3197	2177	2788	2946

ODR's—Excessive Tardies

	2010	2011	2012	2013	2014	2015	2016
All Students		325	450	449	119	477	495

Strategies for Goal 1

Objective 1 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
We will have a challenging curriculum delivered by quality instruction, which meets individual students' needs.	1. Implement a coordinated K-12 math and English Language Arts program	August 2014 to May 2017	Curriculum Director		District Funds
	2. Use various sources of assessment data to evaluate and plan instructional programs on each essential skill.	August 2014 to May 2017	Curriculum Director Principals Teachers	Assessment Capable Learners Feedback	District Funds Collaborative Work Grant
	3. Increase research performance and performance based activities into the curriculum that promote higher thinking skills	August 2014 To May 2017	Curriculum Director PDC Principals	Cooperative Learning Assessment Capable Learners Feedback Metacognitive Strategies Rigor & Relevance Power Writing	District Funds Collaborative Work Grant
	4. Expand student learning activities before school, after school, and during the summer.	August 2014 To May 2017	Principals		District Funds
	5. Maintain dual credit classes and articulation agreements in the high school.	August 2014 To May 2017	High School Principal High School Counselor		District Funds
	6. Utilize vertical & horizontal team meetings to review student achievement and curriculum.	August 2014 To May 2017	Curriculum Director Principals Teachers	Peer Coaching	District Funds Collaborative Work Grant
	7. Prioritize common planning time for teachers to collaborate.	August 2014 To May 2017	Principals Counselors		District Funds

	Action/Activity	Timeline	Person(s) Responsible		Cost/Resources
	8. Model reading to students by pairing upper and lower grades and utilizing A+ Tutors.	August 2014 To May 2017	Principals Counselors Elementary Teachers		District Funds
	9. Align instructional materials to the Missouri Learning Standards	August 2014 To May 2017	Curriculum Director	Curriculum Writing	District Funds Collaborative Work Grant
	10. Continue alternative learning programs, such as RTI, Academic Intervention, and alternative school.	August 2014 To May 2017	Special Education Director Principals		District Funds
	11. Implement Project Construct in the preschool.	June 2014 To May 2017	Elementary Principal Preschool Teachers		District Funds

Objective 2 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
We will provide additional support for English language learners (ELL's) in reading, communication arts, and Math to assist ELL's in attaining English proficiency and developing high levels of academic achievement.	1. Provide an ELL program with a language translator and a resource teacher.	August 2014 to May 2017	Principals ELL Teachers		District Funds Title III
	2. Provide researched based instructional resources for the ELL Program.	August 2014 to May 2017	Curriculum Director Principals ELL Teachers	Cooperative Learning Assessment Capable Learners Feedback Metacognitive Strategies Power Writing	District Funds Collaborative Work Grant

Objective 2 Strategy #2	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
We will provide access to alternative instructional programs and strategies	1. Continue to maintain and expand the alternative school	August 2014 to May 2017	High School Principal Alternative School Teacher		District Funds
	2. Use summer school as a means for credit recovery, enrichment, and transition from middle school to high school.	August 2014 to May 2017	Principals Teachers		District Funds
	3. Hire teachers through class-size reduction fund to maintain a low student-teacher ratio.	August 2014 to May 2017	Principals		Title II.A

Objective 3 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Students will use English to communicate in social settings, to achieve academically in all content areas, and in socially and culturally appropriate ways.	1. Provide English instruction based on scientifically based methods.	August 2014 to May 2017	Curriculum Director Principals ELL Teachers	Cooperative Learning Assessment Capable Learners Feedback Metacognitive Strategies Power Writing (6+1)	District Funds Collaborative Work Grant
	2. Make regular home visits to Russian-speaking community.	August 2014 to May 2017	Principals ELL Teachers		District Funds
	3. Provide a paraprofessional in the ESOL classroom to assist in supplementing instruction for ELL Students	August 2014 to May 2017	Principals		Title III

Objective 4 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
We will provide additional support for students completing their degree program	1. Utilize the Guiding, Advising, Preparing (GAP) program to promote personal ownership and commitment to education.	August 2014 to May 2017	High School Principals High School Counselor High School Teachers		District Funds
	2. Continue looping with high school special education teachers and IEP students and continue inclusion.	August 2014 to May 2017	Special Education Director High School Principal		District Funds
	3. Teach strategies for decision making based on character.	August 2014 to May 2017	Principals Teachers		District Funds
	4. Provide transition planning for students in special education.	August 2014 to May 2017	Special Education Director High School Principal		District Funds
	5. Maintain a minimum of three parent contacts for each student	August 2014 to May 2017	Principals Teachers		District Funds
	6. Provide summer school enrichment and freshman orientation for eighth graders.	August 2014 to May 2017	Principals Teachers		District Funds
	7. Provide differentiated instruction in a variety of classes, such as senior projects and archery	August 2014 to May 2017	Principals Teachers		District Funds
	8. Encourage Missouri Options for students considering dropping out.	August 2014 to May 2017	High School Principal High School Counselor		District Funds

Objective 5 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
We will provide a positive learning environment which is physically and emotionally safe.	1. Provide attendance incentives for students K-12.	August 2014 to May 2017	Principals Counselor Teachers		District Funds
	2. Monitor attendance of all students through grade level focus meetings.	August 2014 to May 2017	Principals Teachers		District Funds
	3. Maintain A+ high school designation	August 2014 to May 2017	Principals Teachers		District Funds
	4. Recognize Classes that meet or exceed attendance goals.	August 2014 to May 2017	Curriculum Director Principals Teachers		District Funds

Objective 6 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
We will implement a positive behavior support system and consistency throughout the district.	1. Define consistent Principles at Willow Springs (PAWS) to reinforce character education throughout the district.	August 2014 to May 2017	Principals Counselor Teachers		District Funds
	2. Develop school wide behavior expectations.	August 2014 to May 2017	Principals Teachers		District Funds
	3. Review behavior data bimonthly and discuss interventions and preventions with faculty.	August 2014 to May 2017	Principals Counselors Teachers		District Funds

School Improvement Plan

Goal 2: Highly-Qualified Staff

Recruit, attract, develop, and retain highly qualified staff to carry out the Local Educational Agency (LEA)/district mission, goals, and objectives

Objectives:

1. Recruit, develop, and retain 100% of highly qualified and fully certified administrators and teachers.
2. Ensure 100% of our staff members receive high-quality professional development.
3. Provide ongoing professional development for all staff in the use of current and future technology in the preparation and delivery of instruction in order to improve student achievement.
4. Certified staff will be evaluated annually using formative and summative observations.

Data that will help determine the progress of the objectives.

➢ Staff surveys, needs assessments, and log of professional development activities.
➢ Teacher evaluation progress reports.

Strategies for Goal 2

Objective 1 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
We will seek to recruit professional staff members that are properly certified for their teaching assignment. We will implement effective strategies to ensure that poor and minority children are not taught at higher rates by inexperienced, unqualified, or out of field teachers.	1. Utilize teacher interview committees to acquire professional staff members that are properly certified for their prospective teaching assignments.	August 2014 to May 2017	Principals		District Funds
	2. Provide background checks of prospective district employees.	August 2014 to May 2017	Office of the Superintendent		District Funds
	3. Provide a screening tool for all teaching positions.	August 2014 To May 2017	Office of the Superintendent		District Funds
	4. Ensure that correct data concerning teaching assignments and course codes is being uploaded through MOSIS	August 2014 To May 2017	Curriculum Director		District Funds
	5. Inform teachers of highly qualified requirements and assist them in becoming highly qualified.	August 2014 To May 2017	Office of the Superintendent Curriculum Director		District Funds
	6. Replace departed teachers/administrators for the 2016-17 school year: a. Elementary Assistant Principal b. Athletic Director c. 2 Second Grade Teachers d. Fifth Grade Special Education Teacher e. Seventh Grade Science Teacher f. Eighth Grade Math Teacher g. Alternative School Teacher h. Vocational Agriculture (new position) i. English II Teacher j. Chemistry Teacher k. ISS Teacher l. Academic Enrichment Teacher m. 3 paraprofessionals	November 2014 To August 2015	Special Education Director Principals		District Funds

Objective 2 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources

We will continuously seek to provide research based professional development opportunities to all staff members.	1. Provide staff development opportunities on Missouri integrated models:
	    a. Professional Learning Communities
	    b. Positive Behavior Support
	    c. High Schools That Work
	    d. Response to Intervention.
		August 2014 to May 2017	Curriculum Director Principals PDC Teachers	PLC Regional Meetings PBiS Annual Conference HSTW Annual Conference	District Funds High Schools That Work Grants Collaborative Work Grant

	2. Provide professional development for all staff on:
	    a. Love & Logic
	    b. Differentiated Instruction
	    c. MAP Data Analysis
	    d. Curriculum Analysis
	    e. Curriculum Alignment
	    f. Brain-based Learning.
		August 2014 to May 2017	Curriculum Director Principals PDC Teachers	Cooperative Learning Assessment Capable Learners Feedback Metacognitive Strategies Curriculum Analysis & Alignment Training Love & Logic Workshops Rigor & Relevance	District Funds Collaborative Work Grant

	3. Provide mentors for all beginning teachers during the first and second years.	August 2014 to May 2017	Curriculum Director Middle School Principal PDC	Mentor/Protégé Training	District Funds

Objective 2 Strategy #2	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
We will provide local professional development opportunities for faculty and staff	1. Provide training on the Seven Habits of Highly Effective People for all faculty and staff.	August 2014 to May 2017	Trained Staff Facilitators	Seven Habits of Highly Effective People	District Funds
	2. Provide school safety training and character education training annually	August 2014 to May 2017	School Resource Officer	Active Intruder Training Nonviolent Crisis Intervention (CPI)	District Funds
	3. Provide annual training in the following areas: a. Confidentiality b. Sexual Harassment c. Health Issues d. Bullying e. Child Abuse	August 2014 to May 2017	Curriculum Director Special Education Director Nursing Staff	Back-to-School District Meetings MUSIC Webinars	District Funds
	4. Have all faculty members complete an individual professional development plan annually.	August 2014 to May 2017	Curriculum Director		District Funds
	5. Promote staff study & book groups	August 2014 to May 2017	Curriculum Director Principals		District Funds
	6. Encourage peer coaching and mentoring.	August 2014 to May 2017	Curriculum Director Principals		District Funds

Objective 2 Strategy #3	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Provide high quality professional development opportunities annually to implement, monitor, evaluate, and sustain the ELL program.	1. Provide professional development opportunities to all staff of classrooms with ELL's, to acquire high level skills in modification and adaption of curricula and/or instructional materials.	August 2014 to May 2017	Curriculum Director Principals ELL Teachers	Cooperative Learning Assessment Capable Learners Feedback Metacognitive Strategies Rigor & Relevance Power Writing (6+1)	District Funds Collaborative Work Grant
	2. Provide annual high-quality professional development opportunities every school year for all teachers of classrooms with ELL's to help teachers develop skills in effective, scientifically based English instruction methods.	August 2014 to May 2017	Curriculum Director Principals ELL Teachers	Cooperative Learning Assessment Capable Learners Feedback Metacognitive Strategies Rigor & Relevance Power Writing (6+1)	District Funds Collaborative Work Grant
	3. ELL teachers will attend state and/or national ESOL Conferences.	August 2014 to May 2017	PDC Principals ELL Teachers		District Funds

Objective 3 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Provide educational training and learning opportunities for staff using technology applications.	1. Teachers will provide breakout sessions during district PD days and in after-school sessions.	August 2014 to May 2017	Curriculum Director PDC		District Funds
	2. Provide training using my.willowbears.com and the district's crisis reunification app.	August 2014 to May 2017	Curriculum Director Technology Director		District Funds

Objective 3 Strategy #2	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Provide professional development opportunities, online trainings, and user friendly guides for current technology applications.	1. Conduct workshops and online trainings to explain ISTE for teachers and students and provide more detailed information about integrating technology into the classroom.	August 2014 to May 2017	Curriculum Director Technology Director	ISTE Training	District Funds
	2. Evaluate the online technology needs assessment to assist in developing professional development opportunities.	August 2014 to May 2017	Curriculum Director Technology Director		District Funds
	3. Develop and maintain a peer support training system.	August 2014 to May 2017	Curriculum Director Technology Director		District Funds
	4. Increase technology proficiency through various training programs to assist teachers in integrating technology into curriculum.	August 2014 to May 2017	Curriculum Director Technology Director		District Funds

Objective 4 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
All certified staff will be evaluated based on a progress evaluation system.	1. Teachers, building leaders, and district leaders will determine goals that will be reflected on the teacher's individual professional development plan.	August 2014 to May 2017	Teachers Principals Superintendent		District Funds
	2. All teachers will be observed multiple times throughout the year. Data will be collected to evaluate progress in targeted areas.	August 2014 to May 2017	Principals		District Funds
	3. All teachers will receive training on the district's evaluation system and Student Learning Objectives (SLO's)	August 2014 to May 2017	Curriculum Director Principals	SLO Training	District Funds
	4. Building and district leadership will receive training on evaluation techniques and stay updated on state teacher evaluation expectations.	August 2014 to May 2017	Principals Superintendent	RPDC Training	District Funds

School Improvement Plan

Goal 3: Facilities, Support, and Instructional Resources

Provide and maintain appropriate instructional resources, support services and functional, safe facilities

Objectives:

1. All teachers and students will have the instructional resources and equipment to support and extend all curriculum.
2. Ensure the wellness and safety of 100% of staff and students in our school system.
3. Train 100% of teachers and staff to utilize technology to develop management information systems for educational and administrative purposes to ensure effective use of time and data communication.
4. Provide 100% equitable access to educational technology to school administrators, teachers, staff, and student performance and academic achievement.
5. Ensure 100% of students have the physical and emotional support to succeed and reach their maximum learning potential.
6. Ensure 100% of facilities meet safety inspection and regulations.

Data that will help determine the progress of the objectives.

Strategies for Goal 3

Objective 1 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Ensure equitable access to a broad range of technology resources for all students and staff to support differentiated instruction, 21st century skills, alternative learning systems, and assistive needs for special education students.	1. Continue to provide internet and connected computers in each media center as well as computer labs in each building and mobile labs.	August 2014 to May 2017	Principals Technology Department		District Funds
	2. Continue to add curriculum based software to support instruction.	August 2014 to May 2017	Principals Curriculum Director Technology Department		District Funds
	3. Utilize A+ Learning System at the high school as an alternative learning program and for credit recovery	August 2014 To May 2017	Principals Technology Department		District Funds
	4. Provide online resources, such as Ebsco, Gale, Learning Express Library	August 2014 To May 2017	Technology Department Librarians		District Funds
	5. Provide assistive technology for students with visual and hearing impairments.	August 2014 To May 2017	Special Education Director	Training With Devices as Needed	District Funds

Objective 2 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
We will implement wellness and safety programs and communicate health and safety information.	1. Maintain a drug and alcohol awareness program and implement student drug testing in the high school	August 2014 to May 2017	Principals Resource Officer		Title VI
	2. Provide flu shots, blood pressure screenings, and wellness checks for all employees	August 2014 to May 2017	Office of the Superintendent Nursing Staff		District Funds
	3. Provide safety programs for all faculty and staff (intruder & restraint training).	August 2014 To May 2017	Resource Officer Restraint Team	Yearly Intruder Training Restraint Training (CPI)	District Funds
	4. Provide Fitness Grams to students in grades 5, 7, & 9.	August 2014 To May 2017	PE Teachers		District Funds
	5. Maintain an adequate number of personnel trained in CPR	August 2014 To May 2017	Nursing Staff		District Funds
	6. Maintain a school resource officer and a part-time on-campus juvenile officer	August 2014 To May 2017	Office of the Superintendent		Title VI
	7. Maintain and support school nurses.	August 2014 To May 2017	Office of the Superintendent		District Funds
	8. Increase the use of campus security cameras.	August 2014 To May 2017	Office of the Superintendent		District Funds

Objective 3 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Provide the tools and training necessary to build more effective and efficient administration, data management, and communication.	1. Continue to develop the school's website to make more information available to parents.	August 2014 to May 2017	Technology Department		District Funds
	2. Continue the use of Parent Portal in order to increase communication between students, parents, and teachers.	August 2014 to May 2017	Curriculum Director Principals Teachers		District Funds
	3. Provide frequent updates using the following resources: a. Facebook b. Twitter c. School Messenger.	August 2014 To May 2017	Superintendent Principals Teachers		District Funds

Objective 4 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Improve the technological learning environment for all students by providing a broad access to all available technological tools.	1. Maintain basic technology in all classrooms.	August 2014 to May 2017	Technology Department		District Funds
	2. Increase the use of technology through the addition of SmartBoards, iPads, Mobi's projectors, and computers and provide training for teachers and staff.	August 2014 to May 2017	Technology Department PDC		District Funds
	3. Provide laptop computers for itinerant teachers and students with prolonged absences.	August 2014 To May 2017	Superintendent Principals Teachers		District Funds

Objective 4 Strategy #2	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Provide adequate funds to maintain, upgrade, and expand useful technology tools.	1. Maintain a technology budget that addresses initial costs, software needs, infrastructure costs, and costs of ownership.	August 2014 to May 2017	Superintendent Technology Department		District Funds
	2. Maintain a five year replacement and upgrade plan for all technology.	August 2014 to May 2017	Technology Department		District Funds
	3. Replace and maintain the telephone system to support the district's telecommunication requirements.	August 2014 To May 2017	Technology Department		District Funds
	4. Maintain procurement and allocation procedures	August 2014 To May 2017	Technology Department		District Funds
	5. Review and prioritize requests as they relate to improvement of instruction	August 2014 To May 2017	Technology Department		District Funds

Objective 5 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Assist preschool students and their families into kindergarten.	1. Involve preschool teachers in all professional development activities within the district	August 2014 to May 2017	Principals PDC		District Funds Title I
	2. Provide parents of preschoolers preschools, and area daycares a checklist of skills to prepare children for kindergarten.	August 2014 to May 2017	Curriculum Director Principals Teachers		District Funds
	3. Host parent orientation and an open house for preschool and kindergarten parents and children prior to the beginning of school.	August 2014 To May 2017	Principals Teachers		District Funds

Objective 5 Strategy #2	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Develop and implement a physical and emotional support system from birth to graduation.	1. Develop a program for mentoring and identify students in grades 5-8 and provide mentors for all senior projects.	August 2014 to May 2017	Principals Teachers		District Funds
	2. Develop and implement reading strategies that will increase achievement and encourage reading from birth to graduation (Imagination Library, Reading Recovery, Early Literacy Groups).	August 2014 to May 2017	Principals Teachers		District Funds
	3. Expand kindergarten and preschool programs to ensure readiness for all children.	August 2014 To May 2017	Principals Teachers		District Funds Title I
	4. Provide a comprehensive guidance and counseling program to ensure success of all students.	August 2014 To May 2017	Principals Teachers		District Funds
	5. Provide career education and community speakers in Preschool-Grade 4	August 2014 To May 2017	Principals Teachers		District Funds
	6. Provide early childhood education and support services for preschool aged children by employing two full-time preschool teachers and one early childhood special education teacher. Aides will be provided based on enrollment.	August 2014 To May 2017	Principals Teachers		District Funds Title I
	7. Increase the number of children participating in preschool and Parents As Teachers program.	August 2014 To May 2017	Principals Teachers		District Funds

Objective 6 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Provide appropriate facilities that support our instructional programs.	1. Maintain bus fleet and pass annual bus inspections.	August 2014 to May 2017	Superintendent Transportation Director		District Funds
	2. Maintain roof maintenance schedules.	August 2014 to May 2017	Superintendent Maintenance Department		District Funds
	3. Increase efficiency of current lighting, HVAC, and electrical supply for the use of technology in all facilities.	August 2014 To May 2017	Superintendent Maintenance Department		District Funds
	4. Formulate procedure for tracking equipment, maintenance expenses, and custodial supplies through requisition and distribution (inventory control).	August 2014 To May 2017	Superintendent Maintenance Department		District Funds
	5. Develop a long range plan for facilities growth and expansion in order to increase classroom space and decrease student-teacher ratio.	August 2014 To May 2017	Superintendent Maintenance Department		District Funds
	6. Maintain an overall maintenance and inspection schedule throughout the entire campus.	August 2014 To May 2017	Superintendent Maintenance Department		District Funds

School Improvement Plan

Goal 4: Parent and Community Involvement

Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.

Objectives:

1. Provide activities to increase parent involvement by 2% annually and maintain 95% participation at parent/teacher conferences.
2. Increase communication between school, parents, and community annually.

Data that will help determine the progress of the objectives.

- ➢ Parent contact logs in SIS.
- ➢ Sign-in sheets from home visits and on-campus parent activities.

Strategies for Goal 4

Objective 1 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
We will promote parent and community involvement in the education of all students.	1. Maintain a parent/teacher organization to develop and promote activities.	August 2014 to May 2017	Principals Title I Coordinator Teachers		District Funds Title I
	2. Implement activities to inform parents about classroom activities and curriculum.	August 2014 to May 2017	Principals Title I Coordinator Teachers		District Funds Title I
	3. Develop opportunities for generating, maintaining, and strengthening parental and community involvement through: • Parent Nights • Open House • Classroom/Community Partnerships • Senior Project Judging • Senior Citizen Visits • Mock Interview Day	August 2014 To May 2017	Principals Title I Coordinator Teachers		District Funds Title I

Objective 2 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Establish clear and effective means of communication throughout the district in order to enhance communication between school, parents, and community.	1. Maintain a community calendar on the school website.	August 2014 to May 2017	Superintendent Principals Webmaster		District Funds
	2. Continue to improve communication via e-mail, voicemail, and School Messenger, and Parent Portal.	August 2014 to May 2017	Superintendent Principals Curriculum Director Technology Department		District Funds
	3. Provide district curriculum and objectives online.	August 2014 To May 2017	Curriculum Director Webmaster		District Funds
	4. Schedule an open house in each building prior to the beginning of school.	August 2014 To May 2017	Principals Title I Coordinator Teachers		District Funds Title I
	5. Provide student agendas for all students to facilitate home/school communication.	August 2014 To May 2017	Principals Curriculum Director Teachers		District Funds Title I
	6. Continue monthly home visits of teachers to the Russian community to facilitate parent involvement and participation in instructional and English language development programs for ELL's.	August 2014 To May 2017	Principals ELL Teachers Teachers		District Funds Title III
	7. Translate all relevant communication into native language for parent communication and provide translators when necessary.	August 2014 To May 2017	Principals ELL Teachers Teachers		District Funds Title III

	8. Promote parental and community participation in instructional and English Language Development programs for ELL's by doing the following: • ELL Parent Nights • Parent/Teacher Conferences • School/Home Communication Activities	August 2014 To May 2017	Principals ELL Teachers Teachers	District Funds Title III

School Improvement Plan

Goal 5: Governance

Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

Objectives:

1. Acquire and develop 100% of the resources necessary to implement school improvement plan to increase student achievement.
2. Provide adequate and timely human and financial resources to ensure optimum operation and utilization of all technology.
3. To comply with 100% of the state and national content filtering guidelines in compliance with the Child Internet Protection Act.

Data that will help determine the progress of the objectives.

➢ Average turnaround for trouble tickets.
➢ Percentage of students and staff who turn in an acceptable use policy agreement.

Strategies for Goal 5

Objective 1 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
We will maintain a school improvement plan that directs the overall improvement of educational programs and services.	1. Review CSIP goals at least every two years. Data will be updated up to four times a year.	August 2014 to May 2017	Board of Education Superintendent Principals Curriculum Director		District Funds
	2. Maintain appropriate procedures to assure the accurate and timely reporting of required data to state and federal agencies.	August 2014 to May 2017	Superintendent Principals Curriculum Director		District Funds

Objective 1 Strategy #2	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Provide visionary leadership, organizational alignment, and continuous school improvement as elected representatives of the community.	1. Review and update policies and procedures annually.	August 2014 to May 2017	Board of Education Superintendent		District Funds
	2. Meet regularly and secure appropriate training for all Board of Education (BOE) members.	August 2014 to May 2017	Board of Education Superintendent		District Funds
	3. Provide opportunities for the patrons to discuss concerns with the district.	August 2014 to May 2017	Board of Education Superintendent		District Funds
	4. Employ staff members in accordance with statutory requirements and local employment policies and procedures.	August 2014 to May 2017	Board of Education Superintendent		District Funds

Objective 2 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Limit down time on all technology to twenty-four hours and provide ongoing technical support for all technology applications	1. Review trouble tickets for average down time.	August 2014 to May 2017	Technology Department		District Funds
	2. Provide full-time technology support staff with student workers trained to assist in technology support	August 2014 to May 2017	Superintendent Technology Department		District Funds
	3. Review procurement and replacement procedures for upgrades	August 2014 to May 2017	Technology Department		District Funds
	4. Maintain individual records on pieces of equipment.	August 2014 to May 2017	Technology Department		District Funds
	5. Ensure all equipment receives regular inspections and routine maintenance.	August 2014 to May 2017	Superintendent Technology Department		District Funds
	6. Maintain an up-to-date inventory of technology resources	August 2014 to May 2017	Technology Department		District Funds

Objective 2 Strategy #2	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Provide adequate technological personnel.	1. Set annual training schedule to allow teachers to plan long-term technology training.	August 2014 to May 2017	Technology Department PDC		District Funds
	2. Provide a variety of technology related staff development opportunities that focus on effective application of technology in innovative ways.	August 2014 to May 2017	Technology Department PDC		District Funds
	3. Provide constant and continuous training to technical support staff in an effort to maintain a state of the art technological infrastructure.	August 2014 to May 2017	Superintendent Technology Department		District Funds

Objective 2 Strategy #3	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Continue to implement effective and efficient administration, data management, and communication processes, and technology that supports student achievement and learning.	1. Use SISk12 for comprehensive student records data management.	August 2014 to May 2017	Curriculum Director Technology Department		District Funds
	2. Continue to use STI for financial data management.	August 2014 to May 2017	Technology Department Bookkeeper		District Funds
	3. Continue to use Google Applications services for faculty, staff, and students.	August 2014 to May 2017	Technology Department		District Funds
	4. Continue to utilize School Messenger for automated notifications to parents, students, and faculty.	August 2014 to May 2017	Technology Department		District Funds

Objective 3 Strategy #1	Action/Activity	Timeline (Start/End Dates)	Person(s) Responsible	Professional Development Needed	Cost/Resources
Continue implementation of policies and procedures needed to protect students and ensure internet content filtering.	1. Maintain acceptable use policy that must be agreed to prior to a student or faculty member logging into the district network daily.	August 2014 to May 2017	Technology Department Principals Teachers		District Funds
	2. Maintain the firewall and update it daily	August 2014 to May 2017	Technology Department		District Funds