



Sweetwater County School District #1 Improvement Plan

**GOAL(S):** The district will increase student achievement by 5% as measured by the "Achievement Indicator" on the School Performance Reports in reading, math and science as determined by 2016/2017 PAWS. The district will increase student achievement into the median of the "Ready" category on ACT ASPIRE and .5 on the ACT.

**PERFORMANCE MILESTONES:**

2015/2016	2016/2017
<ul style="list-style-type: none"> <li>• Reading 3rd - 8th grade: 2015/2016 increase student proficiency by 5% on PAWS</li> <li>• Math 3rd - 8th grade: 2015/2016 increase student proficiency by 5% on PAWS</li> <li>• Science 4th and 8th grade: 2015/2016 increase student proficiency by 5% on PAWS</li> <li>• 9th grade ACT Composite: 2015/2016 increase student scores by .5 as measured by ACT Explore</li> <li>• 10th grade ACT Composite: 2015/2016 increase student scores by .5 as measured by ACT Plan</li> <li>• 11th grade ACT Composite: 2015/2016 increase student scores by .5 as measured by ACT</li> </ul>	<ul style="list-style-type: none"> <li>• Reading 3rd - 8th grade: 2016/2017 increase student proficiency by 5% on PAWS Spring 2017 Goals: 3rd=56%, 4th=69%, 5th=59%, 6th=64%, 7th=69%, 8th=64%</li> <li>• Math 3rd - 8th grade: 2016/2017 increase student proficiency by 5% on PAWS Spring 2017 Goals: 3rd=58%, 4th=52%, 5th=52%, 6th=45%, 7th=51%, 8th=50%</li> <li>• Science 4th and 8th grade: 2016/2017 increase student proficiency by 5% on PAWS Spring 2017 Goals: 4th=57%, 8th=44%</li> <li>• 9th grade ACT: 2016/2017 increase student scale scores into the median of the "ready" category on the ACT ASPIRE Spring 2017 Goals: English=429, Math= 430, Reading= 428, Science= 433</li> <li>• 10th grade ACT: 2016/2017 increase student scale scores into the median of the "ready" category on the ACT ASPIRE Spring 2017 Goals: English=432, Math=435, Reading=432, Science=435</li> <li>• 11th grade ACT Composite: 2016/2017 increase student scores by .5 on the ACT Spring 2017 Goal: 19.1</li> </ul>

**MEASURES AND METHODS (INTERVENTIONS):** Interventions used to accomplish this goal will include providing a guaranteed viable curriculum with instructional units embedded with frequent common assessments. Instructional leadership teams will be established to support all teachers in every grade level and content area. Focused collaboration time will be provided for all teachers. Implementation of the district communication plan will continue with all stakeholders, and the work with student advocacy will continue at individual building sites.

Strategies (Processes) to Implement the Intervention	Timeline 2015-2016	Timeline 2016-2017	Key Personnel	Financial Resources (Amount and Source)	Implementation Benchmarks	Status
<p><b>Guaranteed Curriculum</b> Using the Curriculum Leadership Institution (CLI) process, SCSD#1 will systematically write, verify, provide resources, write common assessments and implement curriculum maps.</p>	Begin: August 2015	June 2017	Chief Academic Officer, CLI Consultant, District Dept. Chairs, Community Curriculum Council (CCC), Teachers, Administrators	<p>2015-2016</p> <ul style="list-style-type: none"> <li>• \$46,900.00 + travel expenses (CLI) paid out of district funds</li> </ul> <p>2016-2017</p> <ul style="list-style-type: none"> <li>• \$82,975.00 + travel expenses (CLI) paid out of district funds, \$14,195.00 for Eureka math consultants</li> </ul>	Complete all phases of the SCSD#1 Long Range Plan	<ul style="list-style-type: none"> <li>• 2015-2016: Validation of math (MA), physical education (PE) and health (HE) curriculum maps and adopt resources to support curriculum maps</li> <li>• 2015-2016: Curriculum Map English language arts (ELA), Foreign Language (FL) and Informational Literacy.</li> <li>• 2016-2017: Design/piloting of common assessments in MA and PE/HE</li> <li>• 2016-2017: Validate ELA, FL and Info. Lit. curriculum maps</li> <li>• January 2017: Begin curriculum mapping Social Studies (SS) and Fine/Performing Arts (FPA)</li> </ul>
<p><b>Instructional Leaders</b> Establish an Instructional Leadership Team who will provide professional development and support to all grade level/content area teams. Purposeful planning and quality instruction is the focus.</p>	Begin: August 2015	June 2017	Chief Academic Officer, District Department Chairs, Instructional Facilitators, Teacher Leaders, Administrators	<p>2015-2016</p> <ul style="list-style-type: none"> <li>• \$86,324.28 (Stipends to support Instructional Leaders and District Department Chairs) District Funds</li> </ul> <p>2016-2017</p> <ul style="list-style-type: none"> <li>• \$80,324.00 (Stipends to support Instructional Leaders &amp; District Department Chairs)</li> </ul>	Leadership team will provide training, resources, feedback and time for purposeful planning and share expert instructional strategies. Differentiated professional development is provided to Title I, Title III staff, Special Education staff and secondary departments. Using surveys and assessment data, the district will review effectiveness of the program.	<p>2015-2016, 2016-2017</p> <ul style="list-style-type: none"> <li>• Annual Summer Academy for training and collaboration for teacher leaders.</li> <li>• Common planning sessions throughout the school year</li> <li>• Design common instructional units which includes standard alignment, relevancy, assessments, teaching strategies, interventions, enrichments</li> <li>• Facilitate district-wide/building-wide professional development</li> <li>• Supports the development of quality IPR</li> </ul>
<p><b>Professional Learning Communities (PLC)/Data Teams</b> SCSD#1 will continue to support training to increase the effectiveness and productivity of PLC teams with a focus on instructional planning time and providing quality instruction to all students.</p>	Begin: August 2015	June 2017	Chief Academic Officer, PLC Team Leaders, Instructional Facilitators, Principals	<p>2015-2016</p> <ul style="list-style-type: none"> <li>• Data Team Consultants \$10,000.00 District Funds</li> <li>• \$23,600.00 RSJH SIG Grant</li> </ul> <p>2016-2017</p> <ul style="list-style-type: none"> <li>• Data Team Consultants \$80,300.00 paid out of district funds and RSJH SIG Grant</li> </ul>	Professional Learning Community teams will be monitored by principals and supported by district leadership, instructional facilitators, district specialists and external consultants.	<p>2015-2016, 2016-2017</p> <ul style="list-style-type: none"> <li>• PLC/Data Teams training and provided video</li> <li>• Common Data Teams form to be used district wide and submitted to building principals for review</li> <li>• Consultant did certified data team training to certified district leadership team. Consultant provided video support for all trainers.</li> <li>• Coaching support provided to building PLC teams.</li> </ul>

Strategies (Processes) to Implement the Intervention	Timeline 2015-2016	Timeline 2016-2017	Key Personnel	Financial Resources (Amount and Source)	Implementation Benchmarks	Status
<p><u>Professional Development</u> Provide on-going support through the use of in-house expertise and external consultants to provide on-site coaching, data analysis and support the implementation of the curriculum and resources.</p>	Begin: August 2015	August 2017	Chief Academic Officer, District, External Consultants	<p><u>2015-2016</u></p> <ul style="list-style-type: none"> <li>• \$13,455 (Kagan Accelerated Learning) paid out of Bridges funds (Summer School)</li> <li>• \$13,455 (Kagan ELL) paid out of Title I funds</li> <li>• \$19,600. (Staff Development for Educators) paid out of Title I (Math)</li> <li>• \$7,600.00 (Assess for Success) paid out of District funds (Grading)</li> <li>• \$102,000.00 (Leadership and Learning Center) paid out of Title I &amp; Title II funds (Data Teams)</li> <li>• \$400.00 (Wilson) paid out of BOCES funds (ELA)</li> <li>• \$130,000.00 (Instructional Intensity Inc.) paid out of District funds (ELA)</li> <li>• \$113,808.00 (Summer Academies) paid out of District</li> </ul> <p><u>2016-2017</u></p> <ul style="list-style-type: none"> <li>• \$126,000.00 (Instructional Intensity Inc.) BOCES &amp; District (ELA)</li> <li>• \$17,700.00 (International Center for Leadership in Education) Title II A (Data Teams)</li> </ul>	Professional development, coaching, data analysis will be provided to support the implementation of curriculum and resources. Differentiated professional development is provided to Title I staff, Title III staff, Special Education staff and secondary departments. Using surveys and assessment data, the district will review the effectiveness of the professional development offered. Needs assessments and assessment data are used to determine professional development. In-house expertise is utilized.	<p><u>2015-2016, 2016-2017</u></p> <ul style="list-style-type: none"> <li>• Implement District Professional Development Plan</li> <li>• Book studies for John Hattie's high effect size instructional strategies are being implemented within all district levels.</li> </ul>
<p><u>Communication</u> Sweetwater#1 will continue implementation of the communication plan. Develop and maintain positive internal and external communications to stakeholders to strengthen and support the district vision, district goals and initiatives.</p>	Begin: August 2015	June 2017	All Staff		Maintain internal and external communication. Use multiple modes of communication including social media, Google classroom, website resources, print and face to face communications. SchoolWay app will be used to increase communication with community.	<ul style="list-style-type: none"> <li>• Communication plan will continue to be implemented to inform all parents, students, staff and community members.</li> <li>• Curriculum Instruction and Assessment (CIA) newsletters will be distributed monthly.</li> <li>• Social media and district website will be used to communicate timely information.</li> <li>• Annual parent, student and staff climate surveys</li> <li>• Annual parent and staff needs assessment surveys</li> </ul>
<p><u>Advocacy</u> All schools will establish their school student advocacy plans. Advocacy survey scores are low and action plans are implemented.</p>	Begin: August 2015	June 2016	Wanda Maloney, Principals, Counselors, AMP Chairs, All staff	<p><u>2015-2016</u></p> <p>\$52,553.80 Stipends to support AMP Chairs</p> <p><u>2016-2017</u></p> <p>\$52,553.80 Stipends to support AMP Chairs</p>	All schools will have a formal structure in place to build advocacy relationships with all students. Implementation of advocacy structures will continue	<ul style="list-style-type: none"> <li>• Continue implementation of student advocacy plans in all schools.</li> <li>• Self assessment indicates that schools are demonstrating improvement</li> <li>• 2015-2016: School advocacy plans are showcased in district CIA newsletter.</li> <li>• 2016-2017: District website will showcase school advocacy programs</li> </ul>

Evaluation and Evidence:

- All content areas are mapped, validated, have resources and common assessments.
- All teachers are collaborating, designing and using the Instructional Planning Resource (IPR) tool for purposeful planning and quality instruction.
- Principals and district leadership continue to monitor the implementation of curriculum maps, common assessments and Instructional Planning Resource (IPR) tool.
- Teacher leaders analyze survey results, adjust professional development based on teacher feedback.
- All PLC groups will use the data teams process to analyze and act on common assessment data .
- Two-way communication with all stakeholders at the school and district level. Opportunities are afforded parents and community members to be involved.
- All schools will have a formal structure in place to build advocacy relationships with all students.

### Sweetwater County School District #1 Improvement Plan

**GOAL:** The district will strengthen school safety measures across schools and the community through continuous training, open communication and clear protocols.

**MEASURES AND METHODS (INTERVENTIONS):** Interventions used to accomplish this goal will include an all staff training with John Michael-Keys of the "I Love You Guys" Foundation, training with all students, parents and community members. In coordination with law and fire agencies, SCSD#1 will conduct active shooter training for all staff. Crisis manager app will communicate safety management plans. Stakeholders will use technology to communicate crisis plans and status of emergency situations via push notifications.

Strategies (Processes) to Implement the Intervention	Timeline 2015-2016	Timeline 2016-2017	Key Personnel	Financial Resources (Amount and Source)	Implementation Benchmarks	Status
Safety SCSD#1 will strengthen school safety measures across schools and the community through continuous training and clear protocols.	Begin: August 2015	June 2017	Superintendent, Superintendent's Cabinet, Chief Information Officer, all district staff, community, parents, students, local sheriff, police and fire agencies	Funding provided by Homeland Security Grant	<u>2015-2016</u> All certified and classified staff are trained in the Standard Response Protocol (SRP) in conjunction with Homeland Security. Local sheriff, police and fire agencies will support the implementation. Students are being trained using the prescribed protocols. <u>2016-2017</u> Continued SRP implementation, monthly drills and training for all staff and students. Practice uniform classroom response to any crisis situation.	<u>2015-2016</u> Implementation of the SRP will be continued in conjunction with local sheriff, police and fire agencies. Updating security measures as needed. Crisis Management Plan is updated and all staff have posted copies available. <u>2016-2017</u> Implementation of the SRP will be continued in conjunction with local sheriff, police and fire agencies. Regular monthly drills using the SRP in all schools.
Technology In tandem with the SRP, Sweetwater#1 will implement SchoolDude's Crisis Manager app to distribute the new Crisis Management Plan to staff, students and parents.	Begin: August 2015	June 2017	Superintendent, Superintendent's Cabinet, Chief Information Officer, all district staff, community, parents and students	District Funds	<u>2015-2016</u> All students, parents and staff in the district will be trained in the use of the Crisis Manager app. Public forums for parents and community will be held November 2015. <u>2016-2017</u> Continued implementation of the Crisis Manager app with district stakeholders.	<u>2015-2016</u> All schools are implementing safety app training to all school stakeholders during the 2015-2016 school year. All SCSD#1 schools will implement monthly drills using the safety apps. <u>2016-2017</u> Continued implementation by all SCSD#1 schools.
Communication In tandem with the SRP, Sweetwater#1 will implement SchoolWay to communicate safety and school information via push notifications with staff, students, parents and community members.	Begin: August 2015	June 2017	Superintendent, Superintendent's Cabinet, Chief Information Officer, all district staff, community, parents and students	District Funds	<u>2015-2016</u> All students, parents and staff in the district will be trained in the use of the SchoolWay app. Public forums for parents and community will be held November 2015. <u>2016-2017</u> Continued implementation and open communication with all SCSD#1 students, staff, parents and community members.	<u>2015-2016</u> All schools are implementing this training to all school stakeholders during the 2015-2016 school year. <u>2016-2017</u> All SCSD#1 schools implement monthly drills and use the SchoolWay app to communicate with stakeholders.

**Evaluation and Evidence:**

- Positive training survey results.
- Monthly safety drills conducted by all schools to ensure uniform response to any crisis situation.
- Use SchoolWay app to consistently communicate safety and school information to all stakeholders.
- Continue collaboration with local fire and law agencies.