

# KIDDER COUNTY ELEMENTARY SCHOOL

## COMPONENT 2.0: SCHOOLWIDE REFORM STRATEGIC THEMES AND INITIATIVES

*The school must use strategic themes and critical initiatives that provide opportunities for all children to meet the state academic standards; including subgroups; uses methods and instructional strategies to strengthen the academic program; increases amount and quality of learning time; provides an enriched and accelerated curriculum by incorporating the concept of a well-rounded education; and addresses the needs of all children at school particularly those at-risk of not meeting the state academic standards.*

*School plans will include intended outcomes, key measures and activities that demonstrate the coordination and integration of programs, services and resources.*

### COORDINATION AND INTEGRATION OF PROGRAMS:

#### STRATEGIC THEME CATEGORIES

- A. State Academic Standards
- B. Methods and Instructional Strategies
- C. Amount of Quality Learning Time
- D. Enriched and Accelerated Curriculum
- E. Well-Rounded Education
- F. At-Risk Students Plan

CATEGORY	PROGRAM	DESCRIPTION
A, E	<b>Standards-Based Work &amp; Report Cards</b>	Kidder County Elementary Schools have been utilizing standards-based grading since the 2016-2017 school year. Each year, we added one or two grade levels into the standards-based grading system until we were completed up to grade 5. Currently, students in grades PK-5 <sup>th</sup> grade are continually graded utilizing a standards-based grading scale of 1, 2, 3, 4 to show progressions throughout the school year. Teachers also meet each fall prior to school starting to map out what grades are teaching what standards to avoid overlapping in some subject areas. Teachers are continually adding and subtracting standards into their report cards to make the most meaningful report that they are able to complete.
B, D, E, F	<b>Pathways to Reading Curriculum</b>	The Pathways to Reading Curriculum came about through our Striving Reader's Grant that you will read about below. The Curriculum has provided in-depth, consistent, and intensive training and instructional methods teacher in grades PK-2 utilize to develop fundamental phonemic awareness and phonics skills to assist our beginning readers. We've seen a great development in our young readers and their ability to master these skills to prep them to be future, successful readers. We are curious and excited to find how this will transition into the future and how we will next be able to assist students in mastery of vocabulary and comprehension skills as they get older.
B, C, F	<b>Classroom Flooding</b>	KC Elementary has developed a Classroom Flooding model in order to decrease our student to teacher ratios for both reading and mathematics instruction. Teachers begin with a whole-group lesson in each grade. They then transition into a flooding model to group students with teachers, specialists, and support staff to teach assist in individualized instruction for every single student. Flooding both our Math and Reading classroom sessions for the 2023-2024 school year has already taken shape through our classroom scheduling. Kidder County Elementary school schedules 30-minute blocks for both reading and math in which teachers, specialists, and highly-trained paraprofessionals will go into grade-level groups to reduce our student-teacher ratio to 6 or 7 students to 1 teacher. Flood groups are organized by grade level as our enrollment numbers have increased to sustain two classes per grade. For example, grade 2 will be flooded for 30 minutes of small-group, math instruction with 5 trained staff allowing us to flex our groupings based on student levels. Small groups will be developed,

		reviewed, and prioritized in our weekly PLC's which include all staff involved with each specific grade-level group.
A, C, E, F	<b>Class Scheduling</b>	Teachers, specialists and administration plan and review scheduling for the upcoming school year each spring. Preparing schedules sets our teachers and staff up for success in knowing what to expect and how to begin and plan our school year. Teachers are given a generic schedule in which administration and special education staff schedule intervention times to work around. Specials, such as music, PE, Library, and Guidance classes are then scheduled. Teachers continue to review drafts throughout the spring and send recommended changes with solutions to administration for future review. The link to our schedule for the 2023-2024 school year can be found here: <a href="https://docs.google.com/spreadsheets/d/16y3eTCJdonjO-rJHR4M4WdoUeg_OHfWc966WkVdMKQ8/edit?usp=sharing">https://docs.google.com/spreadsheets/d/16y3eTCJdonjO-rJHR4M4WdoUeg_OHfWc966WkVdMKQ8/edit?usp=sharing</a>
A, B, C, E, F	<b>PLC Time</b>	Scheduling is planned to allow for teachers and specialists to meet during the school day for one hour per week. This allows teachers and specialists to review content material, prep individualized instruction for students and small groups, and get advice from specialists and other teachers throughout the building for challenges they may face. Teachers will now be creating a shared Google Doc that will be in a running format and shared with others to allow for as many people to be on the same page as possible throughout the school year.
B, F	<b>Day-Care Visits</b>	Through our Striving Reader's Grant, we were able to have our Grant Coordinator visit each local daycare in the area to both work on skills (rhyming, sounding, singing) with students and to give daycare providers ideas in how to assist in developing these skills in beginning readers. The Day Care visits proved to be a huge success and we plan to continue doing this even though our grant is over on July 1, 2021. We hired the same Grant Coordinator as a staff member going forward and her time will allow for us to continue this positive experience as much as possible. We hope to invite early learners (birth-3 years old) into our school during the 2023-2024 school year.
B, C, F	<b>Migrant Student Assistance</b>	Our school provides a full time EL teacher who also specializes and doubles as our Rtl Coordinator. Migrant students are usually here until Thanksgiving and then return around Easter. Our specialist is able to both assist students in small groups and teachers looking for advice on how to service our migrant students to their fullest potential. We've had multiple migrant students graduate from KC High School and are very proud of their dedication to education and learning over the years.
A, B, D	<b>Committee Work</b>	Full-time staff at KC Schools are asked annually to sign up for a specific committee of their choice. We currently have 3 Committees (Digital Technologies, Stakeholder Engagement, & Student & Staff Health) which echo our School Strategy Map Initiatives and available for our staff to join. Part-time staff are also welcome to sign up and many para educators have done fantastic jobs with committee work. Committees take part in multiple decision-making processes such as planning events and family nights, screening and researching curriculums, locating grants, and reviewing current practices and practices. The committee work filters up to our Advanced Ed team moving forward to assist our decision-making efforts which includes professional development requested by the staff. Chairs are selected for each committee and members are paid a stipend at the end of the school year when they meet outside school hours.
B, C, E, F	<b>Family Events</b>	Committees have developed, planned, and organized multiple family events over the years. Events are open to any and all ages in order to get future students into our buildings along with their families. In the past, we've had STEM nights, Breakfast with relatives, Title I Learning Nights, Open Houses, Color Run and other events that have helped parents and students gain confidence in what we do at our school.
A, B, C, D, E, F	<b>Sadlier Math Curriculum</b>	In the 2020-2021 school year, our Math Committee focused on researching new Math curriculums. Committee members and administration were looking for a program that was a bit "old-school" in the fact that students need to begin more of working out problems on paper, failing, and then re-working those problems. We felt that we were somewhat "stuck" in tech-mode in which students are guessing and choosing answers on computers. With the Sadlier Math curriculum, we feel we can go back to transferring math problems onto paper or graph paper and working out problems through problem-solving strategies. We also feel that this will assist with our fine-motor skills in our young elementary students as well as our stamina in finding out answers to hard problems. Moving into our 7 <sup>th</sup> year of

		focusing on our three goals of Behavior, Reading, and Math improvement, our school was in full swing with our Sadlier Math Curriculum. Both District and State Assessments have shown dramatic growth in Math scores in 2022-2023. Our staff is excited to take on this challenge moving forward.
<b>B, C, F</b>	<b>Data Coordination</b>	Each fall and spring, we assess students in a variety of assessments in order to Tier and group our students based on their individual levels. We are also able to monitor their growth throughout the school year to prep them for the next level. Teachers access and input data into our fall and spring data sheets in which staff and specialists take part in two data days throughout the year to collect, store, and organize data to drive the instruction we need to assist our students.
<b>B, C, F</b>	<b>Reading Data Adaptations</b>	Through our Striving Reader's Grant, we've come to find that we should be assessing and monitoring the Five Areas of Reading and putting that into more focus than simply a STAR Assessment or NDSA score. We are prepped and ready to assess students in grades PK-6 in the Five Areas of Reading. You can find a snapshot of what that looks like at the following link. 1 <sup>st</sup> Grade: <a href="https://docs.google.com/spreadsheets/d/1mxVL6xPOaVSippd6L9p6qmmA0b8weDb6Kwz2g1nPidU/edit?usp=sharing">https://docs.google.com/spreadsheets/d/1mxVL6xPOaVSippd6L9p6qmmA0b8weDb6Kwz2g1nPidU/edit?usp=sharing</a>
<b>C, E</b>	<b>Student-Led Organization</b>	Our Elementary Alpha Wolves student-council-like group began a few years ago from an idea we saw at another North Dakota school. Each year, a team of teachers and specialists put out a "job opening" for the possibility of being an KC Elementary Alpha Wolf. Interested students in grades 3-6 apply for a chance to be on this student-leadership team for the upcoming year. Alpha Wolves lead monthly assemblies, visit daycares, volunteer at different community and school events, and give tours to any new students in our building. This past year, our KC Elementary Alpha Wolves raised over \$15,000 to buy new playground equipment for our school and have also donated items to those in need in addition to running our spring schoolwide Color Run. You can see a picture of our group at this link on our website: <a href="https://www.kiddercounty.k12.nd.us/o/kcsd/page/student-council--350">https://www.kiddercounty.k12.nd.us/o/kcsd/page/student-council--350</a>
<b>B, C, E, F</b>	<b>Technology</b>	All students in grades PK-12 at Kidder County Schools are now one-to-one. We have been working towards this goal and achieved it about 4 years ago. Elementary students have carts in their rooms and are not able to take home their computers each night. However, upper elementary students can ask to do this if they have projects or work to complete and our teachers are really good about allowing this for responsible students. This dramatically assisted when we had to move to a distance learning model in March of 2020 due to the Pandemic. Students already were in Google Classrooms and had daily experience with their Chromebooks which allowed our teachers to begin distance learning as soon as we were able to disperse our computers out to our students. We are very grateful for the opportunity to be one-to-one and now have had the ability to do virtual learning days when school is cancelled due to the weather.
<b>A, B, C, E, F</b>	<b>Pre-Kindergarten Program</b>	Kidder County Elementary offers a full-time PK program that allows students who are 4 years old by August 1 <sup>st</sup> each year to attend. Students are placed into 2 groups and attend full days of school either 2 or 3 days per week. Students are immersed into our school and begin to learn our expectations at a very early age. They are able to be part of PE, Music, and Library classes and are ready to go when they begin Kindergarten the following year. We are very grateful we have our PK program.
<b>B, C, F</b>	<b>RtI Reform</b>	In 2016-2017, the Kidder County School District hired a full-time staff member to serve as our EL teacher and RtI coach. In 2017-2018, we were able to continue this program with the knowledgeable staff from the previous year. This staff member has been able to assist, with consistent fidelity, our RtI plan along with data collection to better serve both staff and students. When collecting data on our students in our goal areas of behavior, reading, and math, staff are able to specifically see which students may need targeted or intense interventions if they are located within our tier 2 or 3. Teachers and specialists review all students during their PLC time and determine the "next steps" on a consistent, weekly basis. Students can be referred to our problem-solving team by staff through our RtI coach. Staff fill out our Request for Assistance Form and turn it into our RtI coach should they have a concern. Prior to filling out a Request for Assistance form, staff are able to discuss the needs for struggling students in their weekly PLC meetings. At that time, staff may decide to try something with a

		<p>student prior to referral. In some instances, referral may be necessary immediately; however, by having the opportunity to meet on a weekly basis, staff are able to get a head start for timely assistance with struggling students. If a student is referred for assistance, an initial teacher team meets to discuss those needs. The teams determine the possible next steps prior to scheduling a parent meeting about that specific student. The team then meets with the parent and puts the agreed-upon learning plan into action. Another meeting is scheduled six weeks out to review any progress or fallbacks that may have taken place. Also, at that time, the team then decides future steps to ensure that the student continues to improve in the specific struggling area or may even dismiss from learning plan. The team tries to exhaust all options prior to special education recommendation unless otherwise requested by parent or special education staff. Administration also explains our RtI process to the Kidder County School Board before showing our current data.</p>
<b>B, C, D, E, F</b>	<b>Striving Reader's Grant Completion</b>	<p>Kidder County Schools will be in their third and final year of our supporting Striving Readers Grant Initiative during the 2020-2021 school year. The SRG has brought a variety of impactful and supplemental instructional strategies and curricula into the Kidder County Elementary Schools. Kidder County Elementary decided to purchase the Pathways to Reading Curriculum, which has completely reformed early elementary instruction in the area of phonemic awareness and phonics. Teachers, specialists, and paraprofessionals were able to participate in multiple professional development opportunities for the Pathways to Reading curriculum over the past 2 years. The SRG Coordinator has continued to track data in early literacy skills throughout the duration of the grant. Kidder County Elementary will continue to watch out 2019-2020 Kindergarten "target group" to see improvements in all five reading areas. At this time, we feel data is "skewed" due to the recent COVID-19 pandemic and the school will continue to trace beginning year and ending year data as we continue forward.</p> <p>The SRG grant also brought opportunities for our staff and students to take part in more outreach to local daycares for our birth-age 3 target group. Upper elementary students and our grant coordinator have been into local, licensed daycares providing essential early literacy skill visits that encompass rhyming and reading activities for the young children.</p> <p>The SRG grant has brought multiple other opportunities to our school system that we strongly believe will continue to help our students grow upon completion of the grant. Other initiatives have included Free Little Libraries (throughout all of our Kidder County communities), One Book-One School Program, System 44 and Read 180 monitoring, and other family involvement opportunities that were directly impacted by the COVID-19 pandemic.</p>
<b>C, E</b>	<b>Mentoring &amp; Guidance Reform</b>	<p>Each month, all PK-12 students gather in the gym for 20 minutes for what we call "School Assembly." At this time, students are recognized for their accomplishments and the high school student council puts on a presentation regarding one of our wanted positive behaviors. At this time, students are able to talk with students in a small group, work on a schoolwide project, or take part in a community involvement activity.</p> <p>Our elementary counselor offered large-class lessons as well as individual and small group times. Staff noticed the need for a plan to transition current 6th grade students into Junior High. Step- Up Day was created. On this day the 6th graders shadowed upperclassmen to familiarize themselves with daily procedures, staff and administration. Mentoring takes part on a continuous basis at our school.</p>
<b>F</b>	<b>Mental Health</b>	<p>During the 2016-2017 school year, administration approved our elementary guidance counselor to become a certified trauma trainer. The counselor took part in training not only to become a certified trainer for our school district, but most importantly to help elementary administration work on trauma-based learning for our students.</p> <p>In the 2019-2020 school year, staff continued to utilize trauma sensitive strategies to meet the individualized needs of students. This helps address student issues that could be affecting classroom performance.</p> <p>Moving forward, our guidance counselor is able to provide important information and updates at staff meetings, lead book studies, and help guide us to being a trauma-informed school.</p>
<b>C</b>	<b>Teacher Retention</b>	<p>In order to maintain highly qualified teachers, Kidder County school administration and the school board have taken multiple steps in order for retention. Administration feels that in order to retain high quality staff, we have to build an environment that makes working in a school enjoyable and rewarding. The elementary principal began by giving teachers a voice and implementing a shared leadership mindset that puts students first. By developing teacher committee teams, staff became</p>

		<p>involved in decision-making and planning to maximize student efficiency throughout the school year. Committee teams were able to assist with many, new decisions including starting a one-to-one initiative, reviewing and implementing a new literacy curriculum, and organizing multiple fine art, cultural events. The elementary principal also began to block time for teachers within the school day in order to maximize planning and student-review time. By doing this, teachers are currently able to meet for 1 hour per week during the school day with fellow colleagues about students and strategies that will benefit student learning consistently throughout the school year.</p> <p>The Advanced Ed district-level team continues to incorporate the teacher committee implementation with the high school staff as well. High school staff members joined the elementary committee teams beginning in the 2017-2018 school year. With the committee teams, staff will be able to make schoolwide goals focused decisions that will roll into all levels of our school district. Also, professional development plans will be developed through committees to enhance professional development that is strictly focused to our schools' goal areas in future years to come. A focused and shared-decision professional development plan is an incentive for teachers looking to help improve not only their own classroom but also the entire school system.</p> <p>Currently, new teachers can choose to go through the State-Wide mentoring program and earn credit or they can choose to do the same duties in the state program, not go through the state but do by district and track/document/turn in meeting times for reimbursements. We also provided 3 full days to allow for new teachers to observe other teachers or their mentoring teacher throughout the school year.</p>
<b>C, F</b>	<b>Teacher Mentoring</b>	<p>Teacher new to our district are provided a mentor within our school building in which they can consistently meet, plan and problem solve with. Teachers have the option to work through the state mentoring program or to develop their own goals and expectations throughout the school year. The district has the team track their hours and pays a stipend to each teacher involved. New teachers are also encouraged to schedule a sub for up to 2 days in order to observe other teachers within the school in action.</p>
<b>C, F</b>	<b>Continuation of Extended School</b>	<p>Kidder County Elementary Schools continue to offer Summer School programs free of charge to any interested student. During the pandemic, Kidder County offered summer school from July 13th, 2020 to July 31st, 2020 from 8:00am to 12:00pm. This program strongly focuses on reading, math, and social/behavioral interaction. Staff part of the summer program will receive the latest data on each registered student in order to continue on with their current, specific reading, math, and behavior levels.</p> <p>In addition, all children of Kidder County were invited to participate in our new Summer Reading Program. The school library will be open on Tuesdays over the summer to anyone who wishes to check out books or wants to sit in for story time or activities. We believe this program will help reduce the reading loss that sometimes occurs during summer vacation. The school will follow all guidance regarding the COVID-19 pandemic and changes may be made moving forward.</p> <p>Our special education department also has the opportunity to offer a local extended school year program for any students in need or specifically students whom are not retaining information over long periods of time at Camp Grassick at Lake Isabel which is less than 20 minutes away. We have had had multiple students benefit from this exceptional opportunity. Unfortunately, the summer program at Camp Grassick was cancelled due to the pandemic in 2020. However, we are happy to say that they are back up and running for the summer of 2021 in which some of our at-risk students will take part. KC School staff apply for "free" grants to get students from Kidder County Elementary into this camp each year.</p> <p>Students are also able to come to school early if need be. Many teachers will assist students if their parents or the child requests extra help prior to 8:30am. The school provides recess and breakfast supervision from 7:45am to 8:30am prior to the school day beginning.</p>
<b>D, E</b>	<b>Well-Rounded Educational Opportunities</b>	<p>A large part of Kidder County Elementary is having a strong, well-rounded education opportunity for students was the development of teacher committees during the 2015-2016 school year. This has continued through the 2022-2023 school year and will keep continuing due to the positive feedback and success it has brought to our students. Through these committees, staff is able to look for additional, high-quality ways of teaching our students subjects other than only the core academic</p>

		<p>areas. Some examples of these opportunities include our Fine Arts committee bringing in an artist in residence in May of 2019. Kidder County students are exposed to a variety of programs that offer them a well-rounded education.</p> <p>Currently all students have one-to-one Google Chromebooks in grades K-12. Kidder County Schools have built up their stockpile of Chromebooks and has been one-to-one since the 2019-2020 school year which assisted in our Distance Learning Plan once the COVID-19 pandemic hit. Kidder County Elementary Schools was prepared for Distance Learning starting the 2020-2021 school year because of our students' familiarity with our learning devices. Students are also exposed to other learning opportunities including our Fine Arts Kaleidoscope we invite back each year in the Spring.</p>
<b>F</b>	<b>Fresh Fruit and Vegetable Grant</b>	Kidder County Elementary School applies each year for the Fresh Fruit and Veggie Snack Program and have had this in place for the past 6 years. We hope to continue this program as it provides nutritional snacks for our students. Usually, snacks are distributed in the early afternoon each day of school and students are able to try and enjoy both unique and regular fresh fruit and veggie snacks.
<b>A, E</b>	<b>Advanced Ed. Team Reform</b>	After our 2020-2021 Advanced Ed Accreditation Review, administration has decided to reform our structure of our Advanced Ed team moving forward with advice from the review team. Our Committees will now be part of a streamlined structure to move decisions up to our Advanced Ed team. We are working to add student-lead groups to the structure and have created an Advanced Ed goal/review of initiatives Google Doc meeting template for each committee to utilize when they meet. Our hope is to have all groups be goal-centered and have the same focused ideas in mind when making decisions moving forward.
<b>F</b>	<b>Additional Special Education Teacher</b>	The Kidder County School Board allowed administration to hire an additional special education teacher beginning the 2021-2022 school year. This has allowed our current special education staff to focus on smaller caseloads and we have been better able to serve all kids in special education. We seem to be seeing an influx of students coming into our building with ADHD, Autism, and other learning disabilities. This has helped us to become proactive in having teachers ready to service students when they come to our building. An increase in special education NDSA scores was also a positive success during the 2023-2024 school year.
<b>B, C, D, E, F</b>	<b>Words Their Way, Handwriting Without Tears, Step Up to Writing</b>	All of these programs have come to us way of our Striving Readers Grant. Our hope is to continue to utilize these programs to assist in literacy development at our school. Our committee work leads these programs and assists in securing any PD needed for staff to allow our students to be exposed to well-rounded and enriched literacy programs moving forward.
<b>F</b>	<b>System 44/Read 180 Reading Intervention</b>	Kidder County School is moving away from our 3 <sup>rd</sup> -8 <sup>th</sup> grade System 44/Read 180 program as we have learned a great deal through our past Striving Reader's Grant work, our Pathways to Reading Curriculum, and recent Science of Reading initiatives. Our staff feels it is best to build upon small group work with low teacher-student ratios vs. putting students in front of the computer in one of these programs. Early successes have been shown for our elementary as we were unable to have enough time in the day to truly show fidelity to both programs.
<b>C, D, E, F</b>	<b>One School, One Book</b>	The One School, One Book program has also proved to be a success coming from our Striving Reader's Grant. Our Elementary Alpha Wolves choose a book from a list of available titles, we buy one for each family in our school and create a calendar for what chapters to read when throughout a month during the school year. This past year we did this both in the fall and the spring and have completed 4 books within the past 3 years. Students are required to read these with a family member at home and are asked questions each day from their teacher. We have felt that this has built strong family relationships throughout the years and has put a strong value on the importance of reading at our school. We will plan to continue this program as long as we have funds available. We've also invited community members to read along with us as we go. Many grandparents have taken part in this and some have bought the book and read along with the students even if they are living out of state. With online meeting platforms taking a huge sweep throughout the nation, teachers sometimes invite others to meet with their students and talk about the book we are reading.

<b>B, C, E, F</b>	<b>Positive Behavior Model (MTSS-B)</b>	Kidder County Elementary will be going into our 7 <sup>th</sup> year of being a Positive Behavior School. We have seen dramatic success since we began in 2015-2016. Our focus is recognizing more positive behaviors than negative behaviors. We recognize behaviors by utilizing Wolf Cards that students can throw into a drawing for a chance to be their grade-level student of the month. We also have recognition post cards we send home, a friendship bench on our playground, and weekly posts we place in our local newspaper recognizing positive things our school is doing. Because of our efforts, discipline problems are slim to none and we are able to effectively handle them with the time we save by focusing on positive behaviors. You will be able to see the effectiveness of our efforts by looking at our behavior data in the 1.0 chart attachments.
<b>A, B, C, D</b>	<b>Book Worms Comprehension Curriculum</b>	In 2023-2024, KC Elementary will be adding a 3 <sup>rd</sup> -8 <sup>th</sup> grade Reading Curriculum program that is focused on building comprehension. As the school has shown great growth in 4 of the 5 areas of reading, we are now ready to generate more success in building comprehension skills in our intermediate elementary/Junior High readers. Staff attended curriculum fairs, piloted a curriculum and did online research seeking out the best possible fit for a reading comprehension curriculum for our school and Book Worms will kick off beginning in 2023-2024. The curriculum will streamline with our Junior High School ELA teacher to build these skills in students prior to them entering High School their freshmen year.

#### **INTENDED OUTCOMES & KEY MEASURES/ACTIVITIES:**

See attachment KC Strategy Map for further explanation. Kidder County Schools will create new initiatives and key measures as we complete these goals in the future.