

# Savannah R3 Continuous School Improvement Plan

Date: November 14, 2022	
<input checked="" type="checkbox"/> District/Charter Plan     District/Charter Name: Savannah R3 School District     County/District/Charter Code: 002-09	
Date of Board approval: December 8, 2022	
Superintendent Signature:	
CSIP Committee	
<ul style="list-style-type: none"> <li>• Dr. Eric Kurre, Superintendent</li> <li>• Brian Hansen, Assistant Superintendent</li> <li>• Belinda Fisher, Director of Academics and Learning</li> <li>• Becki Booth, Director of Special Services</li> <li>• Jeff Martin, Director of Technology</li> <li>• Jess Gillett, Communications Coordinator</li> <li>• Stancy Bond, SR3 Board Member</li> <li>• Rebecca Bledsoe, SR3 Board Member</li> <li>• Elorie Boeh, Amazonia Principal</li> <li>• Kristi Raines, Helena Principal</li> <li>• Kelly Warren, John Glenn Principal</li> <li>• Jason McDowell, Minnie Cline Principal</li> <li>• Chase Holcumbrink, Minnie Cline Asst Principal</li> <li>• Stephanie Merritt, SMS Principal</li> <li>• Catina Dreyer, SMS Asst Principal</li> <li>• Mark Weis, SHS Principal</li> <li>• Joanna Hays, SHS Asst Principal</li> <li>• Juli Higer, Instructional Coach</li> <li>• Missy Vaughn, SR3 Nurse</li> <li>• Amanda Boyer, High School SpEd teacher</li> <li>• Katie Barnes, Parent</li> <li>• Carl Crumb, Parent</li> </ul>	<ul style="list-style-type: none"> <li>• Karri Anderson, 4th/5th math teacher</li> <li>• Jenna Whittington, Middle school Librarian</li> <li>• Jennifer Allsbury, Parent</li> <li>• Mitzi Cleary, Parent</li> <li>• RaeLynn Hanna, 2nd grade teacher</li> <li>• Amanda Wilmes, High School ELA teacher</li> <li>• Sharee Ellis, Parent</li> <li>• Kerri Engle, Parent</li> <li>• Lori Baldwin, Middle school SpEd teacher</li> <li>• Melissa Berger, 4th/5th math teacher</li> <li>• Elizabeth Chadwick, Parent</li> <li>• Brad Durham, Parent</li> <li>• Karen Taylor, High School counselor</li> <li>• John Voss, Parent</li> <li>• Gina Calderwood, Parent</li> <li>• Samantha Trautman, Middle school ELA teacher</li> <li>• Brandy Karleskint, Kindergarten teacher</li> <li>• Cara Roth, Parent</li> <li>• Bran Wilmes, Parent</li> <li>• Molly Gillett, Student</li> <li>• Cale Higer, Student</li> </ul>

<p><i>Description of the planning process and how staff and stakeholders will be informed and engaged in the accountability plan.</i></p>	<p>Our District Leadership Team(DLT) identified key stakeholders and staff to represent SR3 in the development of our Comprehensive School Improvement Plan (CSIP). Teams of 6 or 7 were created and assigned one of the 6 MSIP standards: Leadership, Effective Teaching and Learning, Data-based Decision Making, Collaborative Climate and Culture, Equity and Access, and Alignment of Standards, Curriculum, and Assessment. These teams took the indicators into consideration as they celebrated the things SR3 is doing well and discussed areas of growth. Feedback from these discussions was presented to the DLT, three priority areas were identified and goals were created.</p> <p>Moving forward, our CSIP plan will be posted on our district website where our community will have access to it. The Board of Education meeting agenda items will be aligned to a CSIP goal where applicable. One of the priority areas will be on the monthly admin meeting agenda and each building admin, as well as Cabinet members, will share what is being done in their buildings, or district-wide, to move us forward in achieving the goals that have been set. A summary of these conversations will be shared with the Board of Education at its monthly work session. We plan to bring the CSIP Committee together bi-annually to review the goals and progress made toward them.</p>
<p><i>Beliefs/Vision/Mission Statement</i></p>	<p><b>Mission:</b> The mission statement of our school district is to nurture, inspire, challenge, and encourage every student by providing the education to become a productive member of society.</p> <p><b>Vision:</b> Growing District for Growing Minds</p> <p><b>Goals:</b> Our common goals are to put learning as a priority with respect and integrity. The collaboration between students, parents, and teachers is the culture that we instill daily.</p> <p><b>Core Values:</b> We believe our district reflects the following values: relationships, accountability, work ethic, results, communication, curriculum, and technology.</p>
<p><i>Key issues identified from annual performance data and local assessments.</i></p>	<ul style="list-style-type: none"> <li>• Map scores</li> <li>• EOC scores</li> <li>• Benchmark data</li> </ul>
<p><i>Key issues identified from internal and external factors.</i></p>	<ul style="list-style-type: none"> <li>• Stakeholder communication</li> <li>• Social emotional</li> <li>• Communication of testing scores</li> <li>• Diverse populations</li> <li>• Culture and climate surveys</li> <li>• Curriculum</li> </ul>

<i>Prioritized Needs for the district/charter/school:</i>	<ol style="list-style-type: none"> <li>1. Success Ready Students</li> <li>2. Recruit and Retain High Quality Teachers</li> <li>3. Collaborative Culture and Climate</li> </ol>
<i>Description of equity of educational experiences.</i>	<ul style="list-style-type: none"> <li>• Co-teaching</li> <li>• Care Teams</li> <li>• MTSS</li> <li>• Gifted Program</li> <li>• AP classes</li> <li>• Hillyard/NCMC collaborative programming</li> <li>• Title Preschool</li> <li>• Tutoring</li> </ul>
<i>Unique Characteristics of district/charter.</i>	<ul style="list-style-type: none"> <li>• Over 50% of our teachers are Savannah alumni</li> <li>• Beginning Teacher Assistance Program in house</li> <li>• We have 7 attendance centers: <ul style="list-style-type: none"> <li>◦ Early Learning Center</li> <li>◦ 4 elementary buildings</li> <li>◦ Middle school</li> <li>◦ High school</li> </ul> </li> <li>• Our elementary buildings are located in 4 different communities</li> <li>• Stall??? diversity at each building</li> <li>• We have therapy dogs at 2 of our elementary buildings.</li> </ul>

## Priority 1: Success Ready Students

SMART Goal (Specific, Measurable, Achievable, Relevant and Timely):

- 75% of kindergarten students will show kindergarten readiness within the first 6 weeks of school.
- District MAP/EOC scores will show progress towards 60% Proficient and Advanced on an annual basis.
- 95% graduation rate resulting in college and career ready citizens.

Rationale (name the existing conditions/data points to support the selection of the goal):

We recognize that success in school starts on day 1. After administering the Kindergarten Observation Form (KOF) tool the first six weeks of school with all 179 kindergarten students, the results revealed that only 63% of our students entering kindergarten exhibit kindergarten readiness.

SR3 MAP and EOC scores, though at or above the state average in the majority tested areas, are not where we want to see them. Our district goal last year was 60% of our students would score proficient and advanced in all tested areas. Though we showed growth in the majority of our tested areas from Spring 2021 to Spring 2022, we see the need for systemic growth in our district in the area of curriculum and instruction.

**SMART GOAL #1: 75% of kindergarten students will show kindergarten readiness within the first 6 weeks of school.**

Action Steps	Start Date	Person Responsible	Funding Source	Alignment	Projected Completion Date
Collaboration between PAT, Early Learning Center and Kdg team	Jan 2023	PAT coordinator Director of A&L	State and local	PD Plan	ongoing
PAT will reach out to families of 3, 4 and 5 year olds through programming and newsletters	Jan 2023	PAT Coordinator	State and local	Communication Plan	ongoing
Screening opportunities for 3 and 4 year olds	Spring 2023	PAT Coordinator	State and local	Assessment Plan	ongoing

**SMART GOAL #2: District MAP/EOC scores will show progress towards 60% Proficient and Advanced on an annual basis.**

Action Steps	Start Date	Person Responsible	Funding Source	Alignment	Projected Completion Date
Publish curriculum on district website	Spring 2023	Director of A&L	Local	Curriculum Handbook	Summer 2023
Follow Board approved curriculum consisting of: Priority standards, supporting standards, scope and sequence, pacing guide, learning targets, success criteria, big ideas, essential questions, vocabulary, common assessments, resources	Fall 2022	Director of A&L Building Admin Classroom teachers	Local	Curriculum Handbook	Spring 2024
Prioritize time for collaboration to analyze data and determine instructional strategies needed (Data/Care Teams)	Fall 2022	Director of A&L Building Admin	Local	PD plan Building Improvement plan	Spring 2023 and ongoing
Implement District-wide MTSS	Fall 2023	Director of A&L Building Admin	Local	PD plan Building Improvement plan	Spring 2024 and ongoing
Inform parents/guardians of student test scores and provide resources for supporting student growth.	Fall 2023	Classroom teachers	Local	Assessment plan Communication plan	ongoing

**SMART GOAL #3: 95% graduation rate resulting in college and career ready citizens.**

Action Steps	Start Date	Person Responsible	Funding Source	Alignment	Projected Completion Date
Provide pre-graduation counseling and post-secondary planning (RootEd)	Fall 2022	High school counselors	State and local	RootEd Alliance	ongoing
Complete ICAP plans	Spring 2023	Middle school counselors	Local	Assessment plan	annually
Create multiple course paths to graduation	Jan 2023	High School counselors	Local	Guidance plan	Spring 2024
Explore course offerings at high school to prepare for college and career readiness	Jan 2023	High school counselors High school admin	Local	Guidance plan	Spring 2024 & ongoing
Access to vocational programming through educational cooperatives	Fall 2022	High school admin High school counselors Hillyard NCMC	Local	Curriculum Handbook Guidance plan	ongoing

## Priority 2: Recruit and Retain High Quality Staff

### SMART Goal (Specific, Measurable, Achievable, Relevant and Timely):

- By June 2027, Savannah R3 will retain 95% of certified staff as measured by contract issuance data.
- By June 2027, Savannah R3 will retain 90% of classified staff recommended for rehire.

### Rationale (name the existing conditions/data points to support the selection of the goal):

For the last two years, we have had a turnover rate of just over 20% between certified and classified, and our certified staff is just under half of that. It is a priority at SR3 to keep great teachers in the classroom. Retaining high quality teachers impacts student achievement in a positive way, which supports our second SMART goal for Priority #1. Not only that, but teacher retention boosts morale, allows for higher staff engagement and results in a highly skilled staff.



**SMART GOAL #1: By June 2027, Savannah R3 will retain 95% of certified staff as measured by contract issuance data.**

Action Steps	Start Date	Person Responsible	Funding Source	Alignment	Projected Completion Date
Conduct exit surveys for departing district staff	Spring 2023	Asst Superintendent Director of A&L	Local	Human Resources	ongoing
Provide PD resources and training opportunities to staff members for continued success, including PD when adopting a new program	Fall 2022	Prof Development Committee	State	PD plan	ongoing
Enhance New Tribe training (orientation) for teachers new to the profession and new to SR3	Fall 2022	Director of A&L	State	PD plan	ongoing with annual review
Offer opportunities for employment to teachers in training who are nearing completion and attainment of their teaching certification	Fall 2022	Building Admin	Local	Human Resources	ongoing
Provide Beginning Teacher Assistance Program and mentoring in-district	Fall 2022	Instructional Coach	Federal and Local	PD plan	ongoing with annual review
Hire 2 instructional coaches to support all staff in their classrooms	Fall 2021	Superintendent Asst Superintendent Director of A&L	Local	PD plan Human Resources	August 2024
Offer a Teaching Professions class at the high school as a part of the Grow Your Own grant	Fall 2023	High school principal	Federal and Local	Guidance plan	ongoing with annual review

Offer a competitive certified staff salary schedule	Fall 2022	Superintendent Board of Education	Local	Human Resources	ongoing
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**SMART GOAL #2: By June 2027, Savannah R3 will retain 90% of classified staff recommended for re-hire.**

Action Steps	Start Date	Person Responsible	Funding Source	Alignment	Projected Completion Date
Conduct exit surveys for departing district staff	Spring 2023	Asst Superintendent Director of A&L	Local	Human Resources	ongoing
Evaluate job descriptions to clarify job responsibilities	Spring 2023	Maintenance/ Custodial Director Food Service Director Human Resources	Local	District Policy Job Descriptions	ongoing with annual review
Explore leadership opportunities within each classified department	Spring 2023	Maintenance/ Custodial Director Food Service Director Human Resources	Local	Human Resources	ongoing
Offer a competitive classified staff salary schedule	Fall 2022	Superintendent	Local	Human Resources	ongoing

### Priority 3: Collaborative Climate and Culture

#### SMART Goal (Specific, Measurable, Achievable, Relevant and Timely):

- 100% of district staff will receive behavior intervention training by 2024.
- Increase opportunities for stakeholder communication by 2023.
- On an annual basis, parent/community member survey results will increase by at least 3% in strongly agree/agree categories on the district survey of climate and culture.
- On an annual basis, staff member survey results will increase by at least 3% in strongly agree/agree categories on the district survey of climate and culture.
- On an annual basis, student survey results will increase by at least 3% in strongly agree/agree categories on the district survey of climate and culture.

#### Rationale (name the existing conditions/data points to support the selection of the goal):

discipline data in pulse

feedback often about communication

SMART GOAL #1: 100% of district staff will receive behavior intervention training by 2024.					
Action Steps	Start Date	Person Responsible	Funding Source	Alignment	Projected Completion Date
Provide PBIS training for elementary staff	Fall 2023	Northwest RPDC Building admin	State	PD plan	Spring 2025
Provide professional development in behavior intervention strategies for secondary staff	Fall 2023	Middle school and High school administrators	State	PD plan	ongoing

SMART GOAL #2: Increase opportunities for stakeholder communication by 2023.					
Action Steps	Start Date	Person Responsible	Funding Source	Alignment	Projected Completion Date
Develop and utilize a two-way communication system for effective parent/teacher communication	Fall 2023	Communications Coordinator	Local	Communication plan	Spring 2024 and ongoing
Communicate with all district stakeholders through a monthly digital newsletter and a triennial mailer	Fall 2022	Communications Coordinator	Local	Communication plan	ongoing
Hold Board Work Session meetings at different campuses throughout the district	Fall 2022	Board of Education	Local	Communication plan	ongoing

**SMART GOAL #3: On an annual basis, parent/community member survey results will increase by at least 3% in strongly agree/agree categories on the district survey of climate and culture.**

Action Steps	Start Date	Person Responsible	Funding Source	Alignment	Projected Completion Date
Develop a survey to measure the perception of the school district, including communication, quality of education, and climate and culture of the district.	Spring 2023	District Leadership Team	Local	Communication plan	Spring 2024
Send district survey to parent/ community members	Spring 2023	Communications Coordinator	Local	Communication plan	annually
Review district survey of parent/ community members	Spring 2023	District Leadership Team	Local	Communication plan	annually
Create an action plan based on the survey results	Spring 2023	District Leadership Team	Local	Building Improvement plan	annually

**SMART GOAL #4: On an annual basis, staff member survey results will increase by at least 3% in strongly agree/agree categories on the district survey of climate and culture.**

Action Steps	Start Date	Person Responsible	Funding Source	Alignment	Projected Completion Date
Develop a survey to measure the perception of the school district, including communication, quality of education, and climate and culture of the district.	Spring 2023	District Leadership Team	Local	Communication plan	Spring 2024
Send district survey to staff members	Spring 2023	Communications Coordinator	Local	Communication plan	annually
Review district survey of staff members	Spring 2023	District Leadership Team	Local	Communication plan	annually
Create an action plan based on the survey results	Spring 2023	District Leadership Team	Local	Building Improvement plan	annually

**SMART GOAL #5: On an annual basis, student survey results will increase by at least 3% in strongly agree/agree categories on the district survey of climate and culture.**

Action Steps	Start Date	Person Responsible	Funding Source	Alignment	Projected Completion Date
Develop a survey to measure the perception of the school district, including communication, quality of education, and climate and culture of the district.	Spring 2023	District Leadership Team	Local	Communication plan	Spring 2024
Send district survey to students	Spring 2023	Communications Coordinator Building Admin	Local	Communication plan	annually
Review district survey of students	Spring 2023	District Leadership Team	Local	Communication plan	annually
Create an action plan based on the survey results	Spring 2023	District Leadership Team	Local	Building Improvement plan	annually