

# Oregon School Continuous Improvement Plan Template

School Year	2019-2020
School	Cove Charter School / Cove School District

## School Direction Section

Vision	Provide a rigorous curriculum which prepares students for the 21 <sup>st</sup> century.
Mission	Together with parents and the community, Cove School District will assist each student in developing the skills needed to become successful, self-sufficient and forward-thinking citizens who contribute responsibly to their local and global community.

### Comprehensive Needs Assessment Summary

**What data did our team examine?** Graduation rates, chronic absenteeism data, statewide assessment results, post-graduation outcomes, and community survey data.

**How did the team examine the different needs of all learner groups?** Cove school is homogenous with regard to race and therefore the different learner groups examined focused upon SES. While survey data was not differentiated by SES, all other data reflects lower SES students slightly behind higher SES students and lower SpEd outcomes relative to overall student academic outcomes.

**How were inequities in student outcomes examined and brought forward in planning?** The inequities which may be identified or quantified by data are limited to relating to student SES and SpEd designation. Planning considered how to improve equitable access to resources for SpEd and lower SES student subgroups by providing program resources for all students and bridging gaps with parents and families.

**What needs did our data review elevate?** The needs elevated by data review include: reducing chronic absenteeism, improving student achievement (especially in Math and within subgroup populations of lower SES and SpEd), and strengthening home and school connections.

**How were stakeholders involved in the needs assessment process?** In addition to student/staff/parent surveys, 25 representative community stakeholders participated in a series of six meetings over a four-month timeframe in order to develop the district's strategic plan, priorities, and activities to support those priorities.

**Which needs will become priority improvement areas? Note: Priorities describe where the team intends to go but do not describe how the team will get there. An example priority might be to improve graduation rates or that all students will meet their growth goals.**

1. Build strong relationships with staff, families, community and students to promote trust, support and collective responsibility for student success.
2. Provide a high-quality, well-rounded and healthy educational experience to all students that is engaging, rigorous and relevant with a greater focus on addressing the needs of the lower SES and math achievement.
3. Improve access and engagement with programs for low SES students.

Vision	Provide a rigorous curriculum which prepares students for the 21 <sup>st</sup> century.		
<div>Long Term School Goals &amp; Metrics</div> <div>All or some school goals may match district goals</div> <div>Student Focused, aspirational, aligned with needs, written for all students</div> <div>Example: <i>All students will meet their annual growth targets in math.</i></div> <div>Metrics are outlined for the year(s) to come.</div>			
Goal 1	Increase low SES student outcomes through improved school to home communication, extended learning opportunities, and increased relevance through engagement.		
Metrics	By (2020)	By (2020)	By (2021)
	Website and App Fully Functional with 90% of parents using App	Strengthen extended learning opportunities and correlate data of participation with post-secondary outcomes	Increase relevance in classrooms through community partnerships, internships, and job shadows
Goal 2	Improve attendance through increasing the quantity and quality of co-curricular and extended learning opportunities and expand opportunities for involvement.		
Metrics	By (2020)	By (2020)	By (2021)
	Develop, distribute, and collate results of co-curricular survey relating to co-curricular and extended learning opportunities	Involve school stakeholders in developing a plan to increase student involvement based upon survey results	Implement recommended improvements and extended learning programs by redirecting resources
Goal 3	Improve student health and safety by providing infrastructure for student-centered support services: mental/behavioral health counseling, nursing, and school psychologist assessments.		
Metrics	By (2020)	By (2021)	By (2021)
	Plan and remodel physical space for student health support services	Staff mental and behavioral counseling through hire or contracted services	Establish a comprehensive student referral system for student behavioral/mental health services

### Initiative Alignment to Support School Goals

Examples: Chronic Absenteeism, 21<sup>st</sup> Century Grant, EL Success Program, etc.

Initiative/Program	How this initiative/program supports the school to meet goals
Chronic Absenteeism	Student involvement and sense of belonging starts with being present
Title: REAP	Initiatives for community and parent involvement support community connections

## Annual Evidence Based Strategies, Measures and Actions (to meet school goals)

<i>District or School Goal this strategy supports</i>	Goal 1: Increase low SES student outcomes through improved school to home communication, extended learning opportunities, and increased relevance through engagement.			
<i>What are we going to do?</i>	Strategy # 1.1  Written as a Theory of Action and reflects evidence-based practices	If we keep parents and students informed of student success, challenges, and activities,  Then student connections to the school will expand and strengthen  And student academic achievement outcomes will improve.		
<i>How we will know the plan is working</i>	Measures of Evidence for Adult Actions ("then" statements")	Fall: Build and roll-out school App	Winter: Gather feedback through survey and collaboration with stakeholders	Spring: Adjust and improve the App to address feedback from stakeholders
	Measures of Evidence for Students ("and" statement)	Fall: Establish baseline academic data through prior year state test and DIBELS benchmark results.	Winter: Measure student growth through DIBELS benchmarks – 10 points mean growth	Spring: Measure student academic growth through DIBELS (20 Points+) and state testing (5%+)
<i>How we will get the work done</i>	Person or Team Responsible	Action Steps To be completed this year		Due Date
	Superintendent	1. Cove App established and used by 80% of parents		January 1, 2020
	PLCs	2. Conduct DIBELS baseline assessments of K-5		October 1, 2019
	PLCs	3. Conduct DIBELS progress and benchmark assessments of K-5		June 1, 2020
	District Test Coordinator	4. Administer state exams		May 1, 2020
<i>ORIS Domain Alignment</i>	ORIS Domain(s) this strategy supports	<input type="checkbox"/> Leadership <input type="checkbox"/> Talent Development <input checked="" type="checkbox"/> Stakeholder Engagement and Partnership <input checked="" type="checkbox"/> Well-Rounded, Coordinated Learning <input checked="" type="checkbox"/> Inclusive Policy and Practice		

Additional strategies may be added to support this goal (example: Strategy 1.1, 1.2, 1.3 etc.)

<b>District or School Goal this strategy supports</b>	Goal 2: Improve attendance through increasing the quantity and quality of co-curricular and extended learning opportunities and expand opportunities for involvement.			
<b>What are we going to do?</b>	Strategy # 2.1  Written as a Theory of Action and reflects evidence-based practices	<p>If we provide greater opportunities for student engagement and involvement</p> <p>Then student attendance and sense of belonging will increase</p> <p>And student academic outcomes will improve</p>		
<b>How we will know the plan is working</b>	Measures of Evidence for Adult Actions ("then" statements")	Fall: Distribute the "Every Day Matters" information to students and community	Winter: Feedback from community reflects recognition of increased student involvement	Spring: Measured attendance rate increase of 2% or greater from prior year
	Measures of Evidence for Students ("and" statement)	Fall: Establish and analyze baseline academic data through prior year state test and DIBELS benchmark results.	Winter: Measure student growth through DIBELS benchmarks – 10 points mean growth	Spring: Measure student academic growth through DIBELS (20 Points+) and state testing (5%+)
<b>How we will get the work done</b>	Person or Team Responsible	Action Steps To be completed this year		Due Date
	Principals	1. Implement Every Day Matters attendance protocols and develop corresponding letter templates		December 20, 2019
	Superintendent	2. Solicit community feedback concerning level of student involvement		February 28, 2020
	Secretaries	3. Provide yearly comparative attendance data to PLCs		May 21, 2020
		4. Assessment data Analysis		September 30, 2020
<b>ORIS Domain Alignment</b>	ORIS Domain(s) this strategy supports	<p>___ Leadership</p> <p>___ Talent Development</p> <p>__X__ Stakeholder Engagement and Partnership</p> <p>__X__ Well-Rounded, Coordinated Learning</p> <p>__X__ Inclusive Policy and Practice</p>		

Additional strategies may be added to support this goal (example: Strategy 2.1, 2.2, 2.3 etc.)

<i>District or School Goal this strategy supports</i>	Goal 3: Improve student health and safety by providing infrastructure for student-centered support services: mental/behavioral health counseling, nursing, and school psychologist assessments.			
<i>What are we going to do?</i>	Strategy # 3.1  Written as a Theory of Action and reflects evidence-based practices	If we have the space and facilities to provide behavioral/mental health services  Then services may be provided  And student academic outcomes will improve		
<i>How we will know the plan is working</i>	Measures of Evidence for Adult Actions ("then" statements")	Fall: Plan for services developed to drive the design of necessary space	Winter: Plan for biennium mental health and behavioral services: matrix of services	Spring: Contract services for 20-21 and/or contract remodel contractor for facilities
	Measures of Evidence for Students ("and" statement)	Fall: Establish and analyze baseline academic data through prior year state test and current DIBELS benchmark results	Winter: Measure student growth through DIBELS benchmarks – 10 points mean growth	Spring: Spring: Measure student academic growth through DIBELS (20 Points+) and state testing (5%+)
<i>How we will get the work done</i>	Person or Team Responsible	Action Steps To be completed this year		Due Date
	Charter Council	1. Develop a plan for scope and level of service for mental health and behavioral health services		January 14, 2020
	Superintendent and Board	2. Produce RFP/Bid for remodel of facilities		March 30, 2020
	PLCs	3. Analyze DIBELS and SBAC Data		January 21, 2020 &  May 19, 2020
	Superintendent and Board	4. Contract for remodel and/or contract/hire service providers for mental health services		May 19, 2020
<i>ORIS Domain Alignment</i>	ORIS Domain(s) this strategy supports	<input checked="" type="checkbox"/> Leadership <input checked="" type="checkbox"/> Talent Development <input checked="" type="checkbox"/> Stakeholder Engagement and Partnership <input checked="" type="checkbox"/> Well-Rounded, Coordinated Learning <input checked="" type="checkbox"/> Inclusive Policy and Practice		

Additional strategies may be added to support this goal (example: Strategy 3.1, 3.2, 3.3 etc.)

## District Plan Self-Monitoring Routines

Please describe the district plan to install quarterly plan-review/monitoring routines (see example below):

Cove School District plans to install quarterly plan-review/monitoring routines that follow the Plan-Do-Check-Act (PDCA) model of continuous improvement.

Cove leaders will implement these elements of continuous improvement through the following:

- Community engagement efforts
- Teacher PLC meetings exploring the plan and data
- Quarterly board presentation relating to the plan goals and measures

All of the above meetings will center on data that provides evidence for discussion around progress toward district goals; ultimately, assessing progress and determining next steps to continue moving forward.