



CLEVER
BLUEJAYS

Comprehensive School Improvement Plan

Clever R-V School District

2020-2025

Vision

Inspiring and Empowering Every Learner

Mission

To promote **P**urposeful learning, college and career **R**eadiness, and **I**nnovation in education. We will embrace **D**iversity and encourage **E**xcellence in all we do.

CSIP Goals

1. **Student Achievement**- Provide a quality learning environment that will improve performance and enable students to meet their personal, academic, and career goals.
2. **High-Quality Staff**-Recruit, attract, develop, and retain highly qualified staff to carry out the district mission, vision, and goals.
3. **Facilities/Instructional Resources**-Ensure a safe and secure educational environment that will provide appropriate instructional resources and support services.
4. **Parent/Community Involvement**-Promote, facilitate, and enhance parent, student, and community involvement within the district.
5. **Governance**- Lead the district effectively to benefit all stakeholders.

Committee Members

Benjy Fenske	Superintendent
Ashley Moyer	Curriculum Coordinator
Brian Breeden	Federal Programs Coordinator/AD
Lyle Barber	Special Services Director
Joe Casey	HS Principal
Anne Hickman	HS Assistant Principal/A+ Coordinator
Mikki Teague	PK-2 Principal
Kelly Hobbs	3-5 Principal
Justin Sullivan	6-8 Principal

Amy Clements	Brad Clements	Matt Having
Mindy Having	Dalynn Twigg	Lori Vestal
Kelly Coble	Ryan Coble	Denise Golubski
Sarah Golubski	Sara Jennings	Jeffrey Lawson
Matt Lepper	Melissa Lepper	Christy Shoudis
Scott Shoudis	Paula Harvey	Kim Griffin
Rachel Simons	Rebecca Waisner	Cheryl Grant

CSIP Grade Card

		Person(s) Responsible	Anticipated Start Date	Anticipated Completion Date	Performance				
					Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
Goal 1: Student Achievement									
Measurable Objective 1	The district will explore and establish programs that foster leadership development and personal growth for all students.	Admin, Teachers	1/1/2020	6/30/2025					
Measurable Objective 2	The district will ensure 80% of Clever students will be proficient/advanced in literacy and numeracy on state assessments.	Admin, Teachers,	1/1/2020	6/30 yearly					
Measurable Objective 3	The district as a whole will maintain on track/exceeding status based on the Annual Performance Report in the area of College and Career Readiness.	Admin, Teachers, Counselors	1/1/2020	6/30 yearly					
Goal 2: High-Quality Staff									
Measurable Objective 1	The district will analyze the total number of applicants, interviews, offerings, and outcomes for each new certified hire with a target of 100% of offerings being accepted.	Admin	1/1/2020	6/30 yearly					
Measurable Objective 2	The district will maintain 100% appropriately certified staff.	Admin, PDC	1/1/2020	6/30 yearly					
Measurable Objective 3	The district will ensure 100% of certified staff participates in the NEE evaluation system.	Admin, PDC	1/1/2020	6/30 yearly					
Measurable Objective 4	The district will conduct and analyze surveys to ensure 85% staff satisfaction within the district.	Admin, Teachers	8/1/2020	6/30 yearly					
Goal 3: Facilities/Instructional Resources									
Measurable Objective 1	The district will implement a multi-year Long Range Strategic Facility Plan which is reviewed annually.	Admin, Maintenance	1/1/2020	6/30 yearly					
Measurable Objective 2	The district will implement a multi-year Facility Improvement and Maintenance Plan which is reviewed annually.	Admin	1/1/2020	6/30 yearly					
Measurable Objective 3	The district will revise and implement a multi-year Crisis Plan which is reviewed annually.	Safety Coordinator	1/1/2020	6/30 yearly					
Measurable Objective 4	The district will review, analyze, and implement a multi-year Technology Plan which is reviewed annually.	Admin, Tech Team	1/1/2020	6/30 yearly					
Measurable Objective 5	The district will develop vertical alignment of resource materials and manipulatives in the core content areas to ensure the implementation of the curriculum.	Admin, PDC, Teachers	8/1/2020	6/30/2021					
Measurable Objective 6	The district will review and analyze the need for alternative resources and assistive technology needs for all special programs (Special Education, Title I, Gifted, At-risk, ELL).	Admin, Special Services Team	1/1/2020	6/30/2025					
Goal 4: Parent/Community Involvement									
Measurable Objective 1	The district will develop, revise, implement and annually review a Communication Plan.	Supt, Comm Director	8/1/2020	6/30 yearly					
Measurable Objective 2	The district will host parent involvement/engagement opportunities at least once a quarter.	Admin, Teachers, Counselors	1/1/2020	6/30 yearly					
Measurable Objective 3	The district will provide community-based partnerships four times a year.	Admin, Teachers, Counselors	8/1/2020	6/30 yearly					
Goal 5: Governance									
Measurable Objective 1	The district will improve and increase communication in all buildings	Admin, Comm Director, Tech Team	1/1/2020	6/30 yearly					
Measurable Objective 2	The district will develop and consistently promote long-range plans to stakeholders.	Admin	1/1/2020	6/30 yearly					
Measurable Objective 3	The district will develop a yearly budget supporting professional and academic growth.	Supt	1/1/2020	6/30 yearly					
Measurable Objective 4	The district will implement practices in each building consistently supporting student achievement.	Admin, Teachers, BOE	1/1/2020	6/30 yearly					

KEY:	Fully Implemented	Partially Implemented	Planning & Development
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Goal 1: Student Achievement

Provide a quality learning environment that will improve performance and enable students to meet their personal, academic, and career goals.

Measurable Objective:

1. The district will explore and establish programs that foster leadership development and personal growth for all students.
2. The district will ensure 80% of Clever students will be proficient/advanced in literacy and numeracy on state assessments.
3. The district as a whole will maintain on track/exceeding status based on the Annual Performance Report in the area of College and Career Readiness.

Strategies:

- Strategy 1.1: Ensure grade level proficiency in literacy.
- Strategy 1.2: Ensure grade level proficiency in numeracy.
- Strategy 1.3: Foster leadership development and problem-solving skills in all students.
- Strategy 1.4: Provide career exploration opportunities for all students.

Action Step Number	Action Step	Strategy	Person(s) Responsible	Start Date	Anticipated Completion Date	Resources/ Funding Source
1	Identify power standards and develop curriculum units and common assessments.	1.1, 1.2	Curr Coord., Teachers, Principals	1/1/2020	6/30/2021	Collaboration, Local
2	Professional development on research-based best practices in literacy.	1.1	Admin, PDC	8/1/2020	6/30 yearly	PDC, Federal, Local
3	Professional development on research-based best practices in numeracy.	1.2	Admin, PDC	8/1/2020	6/30 yearly	PDC, Federal, Local
4	Provide individualized interventions based upon students' performance levels.	1.1, 1.2	Principals, Teachers	1/1/2020	6/30 yearly	RTI, Collaboration, Local
5	Explore the feasibility of an instructional coach(es) position to provide support for teachers and students.	1.1, 1.2	Admin	1/1/2020	6/30/2021	Federal, Local
6	Students will set and monitor academic goals.	1.1, 1.2, 1.3	Principals, Teachers	1/1/2020	6/30 yearly	Collaboration, Local
7	Promote the development of the whole learner through leadership opportunities.	1.3	Principals, Teachers, Counselors	1/1/2020	6/30 yearly	Collaboration, Federal, Local
8	Promote and establish partnerships with local businesses, public offices, and other community organizations	1.4	Admin, Teachers, Counselors	8/24/2020	6/30 yearly	Local
9	Provide ongoing, relevant opportunities for students to explore college and career paths.	1.4	Principals, Counselors, Teachers	1/1/2020	6/30 yearly	Local
10	Provide resources and professional development supporting the mental health of all students and staff.	1.3	Admin, Staff	8/1/2020	6/30 yearly	Safe School Training
11	Expand course offerings at all levels to include life and technical skills.	1.4	Admin, Counselors	8/24/2020	6/30 yearly	Local
12	Provide resources and professional development supporting PAT, Pre-K and ECSE students in their learning.	1.1, 1.2, 1.3	Admin, Staff	8/1/2020	6/30 yearly	PDC, Federal

Goal 2: High-Quality Staff

Recruit, attract, develop, and retain high-quality staff to carry out the district mission, vision, and goals.

Measurable Objectives:

1. The district will track and analyze the total number of applicants, interviews, offerings, and outcomes for each new certified hire with a target of 100% of offerings being accepted
2. The district will maintain 100%, appropriately certified staff.
3. The district will ensure 100% of certified staff participates in the NEE evaluation system.
4. The district will conduct and analyze surveys to ensure 85% staff satisfaction within the district.

Strategies:

- Strategy 2.1: Recruit and attract high-quality staff.
- Strategy 2.2: Develop high-quality staff.
- Strategy 2.3: Retain high-quality staff.

Action Step Number	Action Step	Strategy	Person(s) Responsible	Start Date	Anticipated Completion Date	Resources/ Funding Source
1	Ensure opportunities to recruit first-year teachers.	2.1	Principals	1/1/2020	6/30 yearly	Local
2	Provide a competitive salary and benefits package for all employees.	2.1, 2.3	Supt	1/1/2020	6/30 yearly	Federal, Local
3	Develop an efficient and effective hiring process.	2.1	Principals, Supt	1/1/2020	6/30/2021	Local
4	Maintain and improve the District's teacher mentor program.	2.2	Principals, PDC	1/1/2020	6/30 yearly	PDC, Local
5	Utilize the NEE evaluation tool for all certified staff annual performance reviews.	2.2	Principals	1/1/2020	6/30 yearly	Local
6	Provide relevant professional development opportunities for all staff.	2.2	Admin, PDC	1/1/2020	6/30 yearly	Collaboration, PDC, Federal
7	Support risk-taking and innovation.	2.3	Admin, Teachers	1/1/2020	6/30 yearly	PDC, Federal, Local
8	Explore a variety of calendar options.	2.3	Supt	1/1/2020	6/30 yearly	Local
9	Provide a climate and culture for staff appreciation.	2.3	Admin	1/1/2020	6/30 yearly	Local

Goal 3: Facilities/Instructional Resources

Ensure a safe and secure educational environment that will provide appropriate instructional resources and support services.

Measurable Objectives:

1. The district will implement a multi-year Long Range Strategic Facility Plan which is reviewed annually.
2. The district will implement a multi-year Facility Improvement and Maintenance Plan which is reviewed annually.
3. The district will revise and implement a multi-year Crisis Plan which is reviewed annually.
4. The district will review, analyze, and implement a multi-year Technology Plan which is reviewed annually.
5. The district will develop vertical alignment of resource materials and manipulatives in the core content areas to ensure the implementation of the curriculum.
6. The district will review and analyze the need for alternative resources and assistive technology needs for all special programs (Special Education, Title I, Gifted, At-risk, ELL).

Strategies:

- Strategy 3.1: Create a Facilities Plan
- Strategy 3.2: Maintain Operations Plan
- Strategy 3.3: Monitor Strategic Crisis Plan
- Strategy 3.4: Implement Technology Plan
- Strategy 3.5 Ensure availability of Instructional Resources
- Strategy 3.6 Foster improved Special Services Instructional Resources

Action Step Number	Action Step	Strategy	Person(s) Responsible	Start Date	Anticipated Completion Date	Resources/ Funding Source
1	Review/revise the Long Range Strategic Facility Plan annually.	3.1	Admin	1/1/2020	6/30 yearly	Local
2	Develop/implement a multi-year Facility Improvement and Maintenance plan.	3.2	Admin, Maintenance	1/1/2020	6/30 yearly	Local
3	Develop training to utilize the Strategic Crisis Plan.	3.3	Safety Coord.	1/1/2020	6/30/2021	Local
4	Review/revise the Strategic Crisis Plan.	3.3	Safety Coord.	1/1/2020	6/30 yearly	Local
5	Develop/implement a district-wide Operation Plan.	3.1	Admin, Maintenance	1/1/2020	6/30 yearly	Local
6	Develop and implement a Federal Programs Plan.	3.5	Fed Programs Coord.	1/1/2020	6/30 yearly	Federal, Local
7	Review/revise the Special Education Plan.	3.6	Special Services	1/1/2020	6/30 yearly	Federal, Local
8	Review/revise the types of instructional devices needed as part of the Technology Plan.	3.4	Tech Team	1/1/2020	6/30 yearly	Local
9	Analyze/implement the Technology Plan to ensure alignment with the instructional needs of the district.	3.4	Tech Team	1/1/2020	6/30 yearly	Local
10	Review/revise the Professional Development Plan.	3.5	Curr. Coord., PDC	1/1/2020	6/30 yearly	PDC, Local
11	Develop, implement and review an annual plan for Gifted Education as part of the Special Education Plan.	3.6	Special Services, Gifted Teacher	1/1/2020	6/30 yearly	Federal, Local
12	Develop/implement a Lau Plan as part of the Intervention Plan.	3.6	Special Services	1/1/2020	6/30 yearly	Federal, Local

Goal 4: Parent/Community Involvement

Promote, facilitate, and enhance parent, student, and community involvement within the district.

Measurable Objectives:

1. The district will develop, revise, implement and annually review a Communication Plan.
2. The district will host parent involvement/engagement opportunities at least once a quarter.
3. The district will provide community-based partnerships four times a year.

Strategies:

- Strategy 4.1: Promote parent, student, and community involvement
- Strategy 4.2: Facilitate parent, student, and community involvement
- Strategy 4.3: Enhance parent, student, and community involvement

Action Step Number	Action Step	Strategy	Person(s) Responsible	Start Date	Anticipated Completion Date	Resources/ Funding Source
1	Update Communications Handbook annually	4.1	Supt, Comm. Director	1/1/2020	6/30 yearly	Surveys, Local
2	Use various platforms of social media to engage target audiences	4.1	Admin, Tech, Comm. Director	1/1/2020	6/30 yearly	Surveys, Local
3	Develop a new website	4.1	Supt, Comm. Director, Tech	1/1/2020	6/30/2022	Staff Time, Local
4	Add annual communication survey to assess desired communication means	4.1	Supt, Comm. Director	1/1/2020	6/30 yearly	Survey, Local
5	Explore developing a scholarship program to cover background checks for volunteers	4.2	Admin	8/1/2020	6/30/2021	Local, Grants
6	Develop a Parent/Stakeholder Lighthouse Team	4.2	Principals, Teachers	8/1/2020	6/30/2021	Federal, Local
7	Facilitate ongoing parent education and support by providing resources (ie. parenting nights, counseling services)	4.2	Principals, Counselors, Teachers	1/1/2020	6/30 yearly	Federal, Local
8	Establish and revise student community service projects	4.3	Principals, Teachers	1/1/2020	6/30 yearly	Local

Goal 5: Governance

Lead the district effectively to benefit all stakeholders.

Measurable Objectives:

1. The district will improve and increase communication in all buildings
2. The district will develop and consistently promote long-range plans to stakeholders.
3. The district will develop a yearly budget supporting professional and academic growth.
4. The district will implement practices in each building consistently supporting student achievement.

Strategies:

- Strategy 5.1: Refine internal and external communication strategies to benefit all stakeholders.
- Strategy 5.2: Evaluate district needs and utilize resources to benefit all stakeholders.
- Strategy 5.3: Develop a district-wide climate promoting a growth mindset.

Action Step Number	Action Step	Strategy	Person(s) Responsible	Start Date	Anticipated Completion Date	Resources/ Funding Source
1	Develop/use multiple methods of communication to disseminate information.	5.1	Admin, Comm Director, Teachers	1/1/2020	6/30 yearly	Local
2	Communicate long-range plans clearly to all stakeholders.	5.1	Admin	1/1/2020	6/30 yearly	Local
3	Maintain a fiscally sound budget while meeting district needs.	5.2	Supt	1/1/2020	6/30 yearly	Federal, Local
4	Provide resources to support student and teacher growth.	5.2	Admin	1/1/2020	6/30 yearly	PDC, Local, Federal
5	Establish procedures to promote data-driven decision making.	5.3	Admin	8/1/2020	6/30/2021	Staff Time, Collaboration
6	Develop building improvement plans that align with the CSIP.	5.3	Principals	8/1/2020	6/30/2021	Staff Time, PDC, Federal, Local
7	Participate in quality professional development opportunities at the teacher, administrative, and Board level.	5.3	Teachers, Admin, BOE	1/1/2020	6/30 yearly	PDC, Federal, Local