Pierce City R-VI School District Comprehensive School Improvement Plan (CSIP)

2017-2022

- **Board adopted: April 26, 2017**

Purpose of the Comprehensive School Improvement Plan

Comprehensive planning involves creating a vision of what a district hopes to achieve over a five-year period and identifying a set of strategies and specific action steps to bring about his vision. By definition, a plan is a "detailed scheme, program, or method worked out beforehand for the accomplishment of an object or objective." A Comprehensive School Improvement Plan (CSIP) is a "long-range plan" which focuses on the improvement of **student achievement.** A CSIP is created by a district to serve as a "road map" to the long-range improvement the district hopes to realize over a five-year period.

Districts should engage in long-range planning for the following reasons:

- To proactively shape the future
- To focus on district efforts on improvement related to student performance, long-range facility and financial needs, and complex educational program adjustments.
- To break complex goal improvements into manageable steps
- To analyze a complex goad and identify the essential, related components which are necessary to achieve the goal
- To focus the efforts of the people involved (administrators, teachers, students, parents, community) on a vision of the future, thereby encouraging a team effort to reach the goal
- To schedule ancillary support and resources necessary to implement long-range
- To organizational or system change, such as professional development, Career Ladder programs, or retraining activities.

There are two important meanings tied to the concept of a comprehensive plan. First, the term "comprehensive plan" may be used in the same context that the term "strategic plan" is used. It refers to a document, which identifies important, long-range improvement issues related to student performance and which describes a specific set of actions to be undertaken relative to these issues over a five-year period. It is not a document that simply identifies "what" the measurable objectives/goals for improvement will be; it is a document that details "how the district intends to make the desired improvements. It describes the actual commitment by the district to make improvement.

Second, the term "comprehensive" implies that the plan document will serve many purposes in a district. It should be a document which meets the planning requirements for all of the district's programs and services, and for the specific purposes outlined below:

- It satisfies the planning component set out in the MSIP
- It serves as the improvement plan to which all in-service activities are to relate
- It serves as the annual plan required for application of the following federal programs
    - Title I, Title II, Title II.D, Title IV. A, Title V

Description of the Planning Process

In 2006 we began the process of reviewing and reconstructing the district CSIP plan which was originally drafted in 2001, by forming a sub committee to look at and review our previous CSIP as well as reviewing our mission statement, vision statement, and belief statements. We also discussed possible committee members and possible meeting dates for the entire committee. We wanted to form a larger committee to discuss and develop strategies and action steps and we wanted this committee to consist of teachers, board members, administrators, students, and community members. Our goal was to establish a larger committee to allow us to seek a variety of viewpoints and ideas for improvement.

This team will meet at least on an annual basis to review and amend if needed our district CSIP. The board will adopt the amendments as they are presented on an annual basis with the goal of providing our district with clear direction to seek continued improvement in student achievement.

The following individuals served on the CSIP revision committee.

Pierce City R-VI Staff Members: Steve Garner, Gayla DeGraffenreid, Kristi Marion, Marla Kemp, Russ Moreland, Judy Wachter, Crystal Charles, Jeff Charles, An Pham, Christina Atkinson, Jeff Chapman, Courtney Garner, Kaleigh Havens, Vicky Slagle, Mary Ragsdale, Laura May, Angela Vincent, Jennifer Eaton, Julie Garner, Sharon Blackburn, Charity Rakoski

Pierce City R-VI Board Members: David Jones, Bryan Stellwagen, Carl Younker

Pierce City R-VI Parents/Patrons: Amber White, Shelly Stellwagen, Megan Leavitt, Mandy Leavitt, Kimberly Jones, John Kleiboeker, Robyn Kleiboeker, Julie Jesperson, Crystal McWilliams, Jeni Haddock, Jack George, Melanie Roberts

Mission Statement: *<u>Preparing Students for Future Success</u>*

Belief Statement

The Pierce City R-VI School District believes that:
- Higher expectations contribute to higher performance
- A safe, orderly and positive environment is conducive to learning
- A positive attitude is vital to a successful educational experience
- All students can learn and deserve an atmosphere conducive to learning
- All decisions in the school will be made in the best interest of our students and based on meaningful, valid, reliable and current information.

Vision Statement

The Pierce City R-VI School District envisions that students will:

- Value education
- Hold higher personal and educational expectations
- Be responsible, productive citizens in their community
- Excel in all areas

District Goals and Objectives

The Pierce City R-VI School District will:

1. Score at a 95% or higher on the Annual Performance Report
2. Continue to expand, develop, and improve facilities as well as provide a safe and positive environment/atmosphere conducive to learning for all students.
3. Implement instructional technology to enhance student learning.
4. Provide Professional Development that will focus on activities to improve or advance student achievement and will be reviewed and restructured on an annual basis.

Goal 1: Score at a 95% or higher on the Annual Performance Report

Strategy 1: The district will score in the "On Track" or above in all state assessed areas
 Action Step 1: Monitor benchmark assessments to ensure that students are making adequate progress.
 Action Step 2: Use benchmark data to guide instruction
 Action Step 3: Reteach students or provide interventions before students retest
Strategy 2: Students will score above the national average on the ACT or its equivalent on the ASVAB, COMPASS, or TSA
 Action Step 1: Prep class will provide ACT skill test preparation
 Action Step 2: Implement ACT skills into core classrooms
 Action Step 3: Provide study sessions for students before each ACT testing date
Strategy 3: District will maintain a four year graduation rate of 92% or higher
 Action Step 1: Utilize Alternative Learning Room for students who are behind with credits
 Action Step 2: Utilize Edgenuity credit recovery program for students who are behind with credits
 Action Step 3: Establish program to utilize older students as encouragement for younger students
Strategy 4: 90% of all students will have an attendance rate of 90% or higher
 Action Step 1: Utilize student information system to increase communication with parents
 Action Step 2: Continue finals exemption policy in the high school
 Action Step 3: Building Leadership Teams will develop building specific student attendance plans

Goal 2: Continue to expand, develop & improve district facilities as well as provide a safe & positive environment in an atmosphere conducive to learning for all students

Strategy 1: The district will continue to implement and revise the district facility plan as needed
      Action Step 1: Finalize master facility plan amendment utilizing community input
      Action Step 2: Develop timeline for facility improvement
      Action Step 3: Develop a plan to promote bond issue for facility improvements
Strategy 2: The district campus will be safe for all students, staff & patrons
      Action Step 1: Update security camera systems in the high school and elementary school
      Action Step 2: Relocate high school office to create a more controlled entry
      Action Step 3: Streamline communication with parents and students to ensure student safety
      Action Step 4: Add secured breezeway between gym lobby and vocational agricultural facility
      Action Step 5: Remove old middle school
      Action Step 6: Explore safer method for middle school drop off and pick up
Strategy 3: The district will provide a positive & productive learning environment
      Action Step 1: Continuation of professional development of the Behavior Intervention Support Team (B.I.S.T.)
      Action Step 2: Utilize Alternative Learning Room for students who are struggling with behavioral issues in the classroom
      Action Step 3: Utilize facilities and grounds program evaluation to help guide yearly improvements and upgrades

Goal 3: Implement instructional technology to enhance student learning

Strategy 1: The district curriculum will incorporate student technology usage
      Action Step 1: Adopt on-line curriculum to support student learning
      Action Step 2: Increase opportunities for STEM based activities and courses
      Action Step 3: Provide flipped classroom opportunities for students who are absent
Strategy 2: Stay current with technology supporting student learning, classroom instruction & student engagement
      Action Step 1: Create a 1:1 student to device ratio K-12
      Action Step 2: Replace current devices as needed
      Action Step 3: Provide ongoing professional development for staff in the area of student technology usage
Strategy 3: Maintain infrastructure to maximize the benefits of technology for the entire district
      Action Step 1: Maintain current replacement plan with outside network provider
      Action Step 2: Increase on-site support personnel
      Action Step 3: Create training program for student technology support

Goal 4: Provide professional development with focus on activities to improve or advance achievement & will be reviewed and restructured on an annual basis

Strategy 1: Professional Development activities will strengthen teaching strategies that support student achievement
      Action Step 1: Utilize current staff to provide in-house professional learning and support
      Action Step 2: Maintain instructional coaching position
      Action Step 3: Provide staff training to increase student achievement in sub groups
      Action Step 4: Provide PD on intervention strategies for teachers of students at all grade levels

Strategy 2: Provide staff training to successfully implement technology usage in the classroom
      Action Step 1: Provide professional development and support for on-line curriculum implementation
      Action Step 2: Provide professional development specifically to support student technology engagement
      Action Step 3: Provide training to staff on how to teach students to properly use technology

Strategy 3: Target professional development to the needs of each building
      Action Step 1: Survey instructional staff to gain feedback regarding needed professional development
      Action Step 2: Building Leadership Teams will analyze feedback from survey results and develop building specific plans
      Action Step 3: Provide opportunities for PD and provide teachers with time to practice new concepts learned in PD