

PERRY COUNTY SCHOOL DISTRICT #32



APPROVED 04-14-2009

PERRY COUNTY SCHOOL DISTRICT #32 BOARD OF EDUCATION

April 2009

Scott Cooper, President

Tina Littge, Vice President

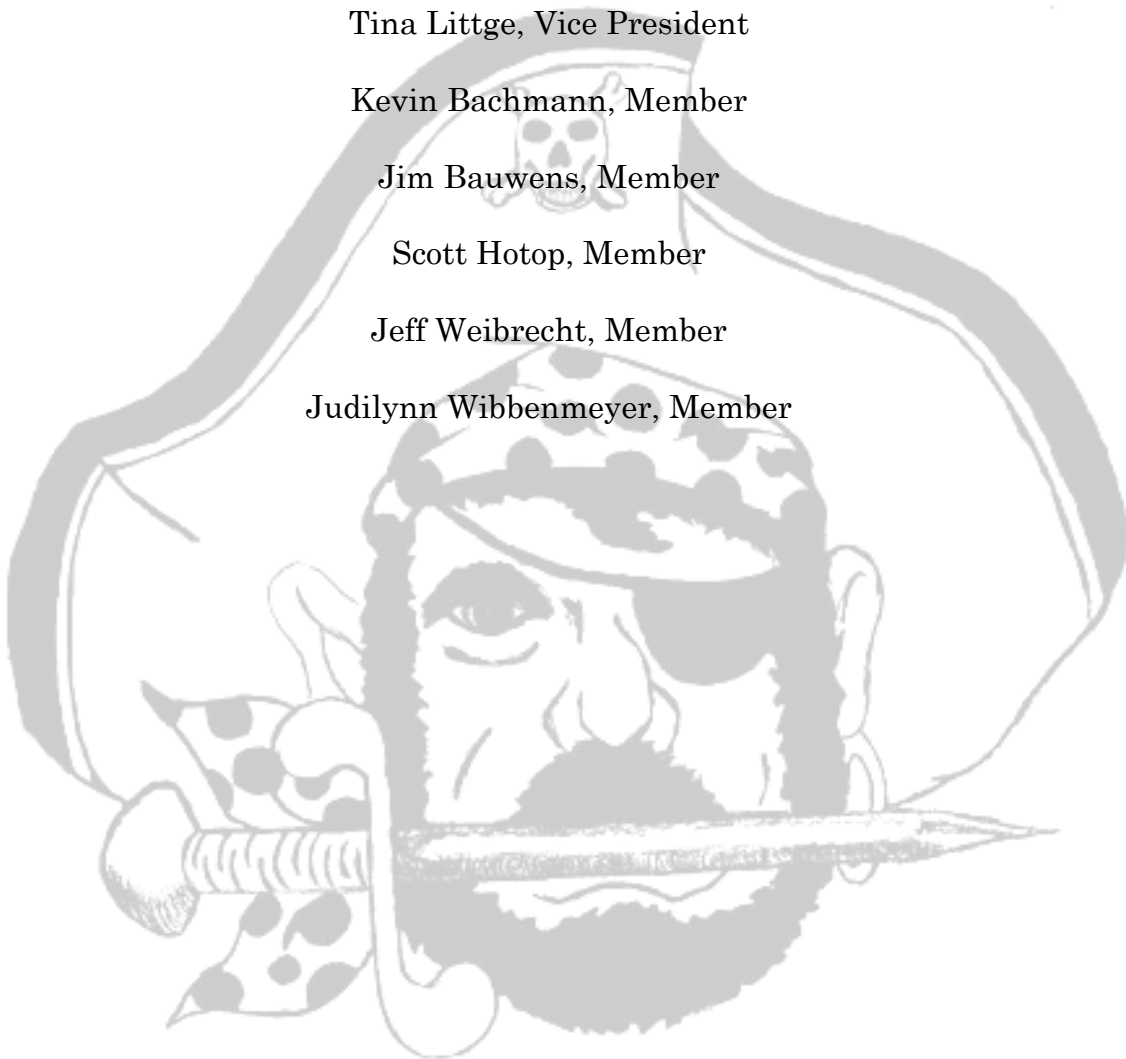
Kevin Bachmann, Member

Jim Bauwens, Member

Scott Hotop, Member

Jeff Weibrecht, Member

Judilynn Wibbenmeyer, Member



PERRY COUNTY SCHOOL DISTRICT #32 ADMINISTRATION

April 2009

Kevin L. Dunn, Superintendent

Russell D. Leek, Assistant Superintendent

Barbara Hagan, Secretary to the Board

Betty Berkbigler, Treasurer to the Board

Lee Gattis, High School Principal

Velda Haertling, Middle School Principal

Jennifer Streiler, Elementary School Principal

Michelle Schnurbusch, Director of Special Services

David Toney, Director of the Career Center

Linda Buerck, Assistant High School Principal

Jeff Steffens, Assistant High School Principal, Activities Director

Joel Roth, Middle School Assistant Principal

Mark Phillips, Elementary School Assistant Principal

Nikki Wilson, Process Coordinator

Wayne Neathery, Technology Coordinator

Glenn Berkbigler, Director of Building and Grounds

Angie Gotto, Director of Food Services

PERRY COUNTY SCHOOL DISTRICT #32 COMPREHENSIVE SCHOOL IMPROVEMENT TEAM

April 2009

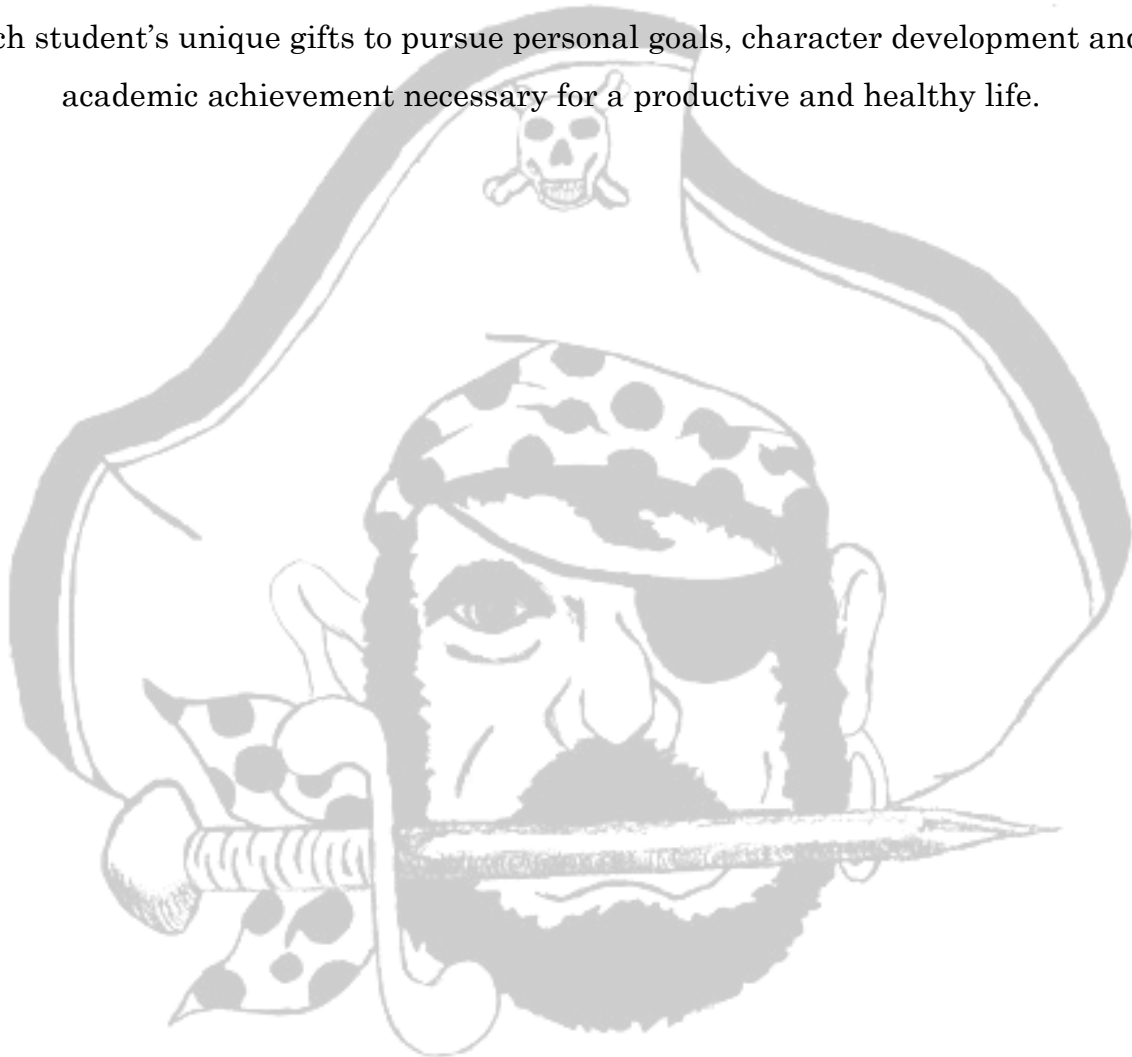
Becky Buchheit
Vickie Heberlie
Jim and Kaye Robertson
Mike and Samantha Fahnestock
Thelma Nations
Nancy Voelker
Gregg and Dana Korando
David and Stephanie Nueling
Jeremy and Susanna Freeman
Timothy and Shelly Gray
Tim and Laurie Martin
Brad and Dawn Sevier
Steve and Amy Hlavek
Steve and Kellie Tilley
Ronald Manetz
Darrell and Paula Niswonger
Craig and Deneika Frayer
Jamie Gladden
Jim Bauwens
Kevin Bachmann
Scott Cooper
Scott Hotop
Tina Littge
Jeff Weibrecht
Judilynn Wibbenmeyer
Kevin L. Dunn
Russell D. Leek
David Toney
Lee Gattis
Linda Buerck
Jeff Steffens
Velda Haertling
Joel Roth
Jennifer Streiler
Mark Phillips
Michelle Schnurbusch
Nikki Wilson
Wayne Nearthery
Stephen Koeln

Karen Leible
Becky Blaylock
Chad Unterreiner
Justin Dreyer
Linda Boxdorfer
Brenda Colvin-Nelson
Christine Lee
Diane Ellison
Angie Prost
Sheila Brauns
Mike Wortmann
Diane Unterreiner
Stacie Sargent
Bill Ernst
John Cross
Noel Miller
Laura Ernst
Matt Spinner
Lisa Martin
Valerie Stueve
Jarret Green
Amy Camarillo
Pat Martin



PERRY COUNTY SCHOOL DISTRICT #32 MISSION STATEMENT

Through a partnership of school, family and community, we will provide a learning environment that facilitates the lifelong learning skills for students by recognizing each student's unique gifts to pursue personal goals, character development and academic achievement necessary for a productive and healthy life.



PERRY COUNTY SCHOOL DISTRICT #32

BELIEF STATEMENT

WE BELIEVE THAT:

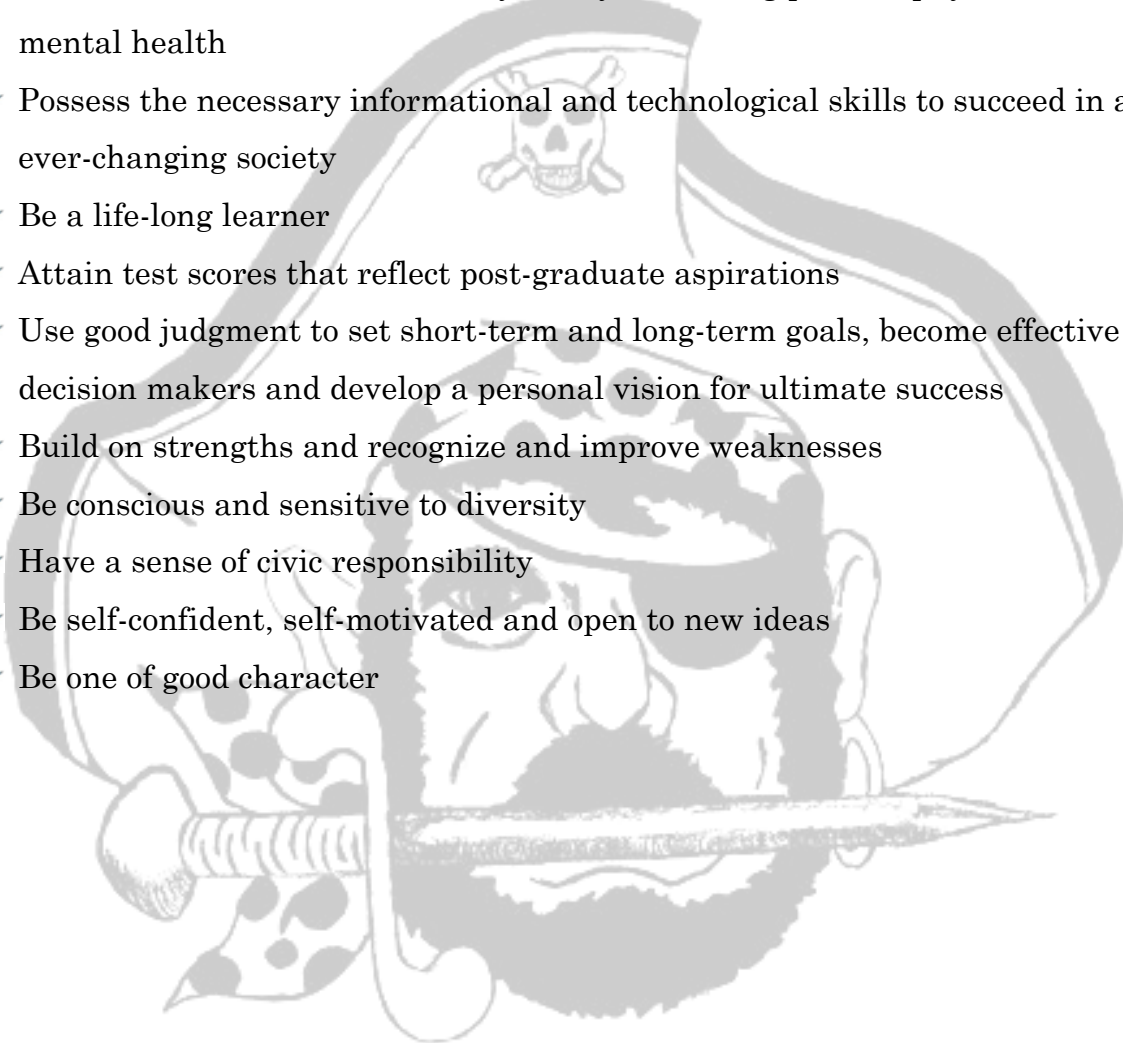
- ✓ Growth is accomplished with risk
- ✓ Resources must be used wisely
- ✓ Admirable character is the foundation of all success for the whole child
- ✓ Students should learn to be successful
- ✓ The pursuit of quality education is of significant value
- ✓ School pride and community tradition are vital
- ✓ The best methods of teaching and learning should be incorporated
- ✓ Quality educators are the single most important educational factor
- ✓ Religion is a founding and continuing theme in Perry County and remains a central element in family life
- ✓ A positive work ethic and frugality are necessary and rewarding
- ✓ Parents expect quality education
- ✓ Every student should be respected as an individual
- ✓ Loyalty to family and commitment to community strengthen the partnerships for quality education
- ✓ Respect for diversity is noble
- ✓ Parents build the primary foundation for a child's education, beliefs and values
- ✓ Adaptability promotes success for the future

PERRY COUNTY SCHOOL DISTRICT #32

ASPIRATIONS FOR GRADUATES

GRADUATES SHOULD:

- Strive for and maintain a healthy lifestyle reaching positive physical and mental health
- Possess the necessary informational and technological skills to succeed in and ever-changing society
- Be a life-long learner
- Attain test scores that reflect post-graduate aspirations
- Use good judgment to set short-term and long-term goals, become effective decision makers and develop a personal vision for ultimate success
- Build on strengths and recognize and improve weaknesses
- Be conscious and sensitive to diversity
- Have a sense of civic responsibility
- Be self-confident, self-motivated and open to new ideas
- Be one of good character



INTRODUCTION

Early in the 2007-2008 school year the PCSD Administrative team discussed the upcoming rewrite of the District's CSIP scheduled to take place during the 2008-2009 school year. At the beginning of the 2008-2009 school year the Administrative team again discussed the CSIP process, and set dates for the initial rewrite. After Wayne Neathery and Russell Leek attended an ePeGs (Electronic Plan and Electronic Grants System) meeting, the team decided to invite Larry Flakne, Director of Federal Instructional Improvement, to speak to the PCSD CSIP team about what direction DESE wants school districts to take with new CSIP's, and how those plans relate to the new ePeGs.

The PCSD CSIP Team met with Larry Flakne and Richard Trout, Area School Improvement Supervisor on October 16, 2008. At that meeting Larry spoke about the history of CSIP, and how they have evolved over the years. He also spoke about what DESE now expects of the CSIP and that a shortened version is best, especially since we will soon be utilizing ePeGs. Mr. Flakne also emphasized the need to have a lot of the work completed before meeting with the Board and Patrons. His main explanation was that most outside of education do not understand the process as well as though within, and preliminary work is necessary to best prepare the discussions that would follow later.

Based on the information he provided, Superintendent, Kevin Dunn, decided that the PCSD Administrative Team and the PCSD CSIP Team needed to meet several times to do some preliminary work before meeting with Board members and patrons. Therefore, the CSIP Team met on December 3, 2008 and set dates for the committee teams to meet to prepare initial documents. The committees that met are: Facilities; Governance; High Quality Staff; Student Performance; Parent and Community Involvement.

On January 13, 2009, the PCSD CSIP Team met to discuss progress and set dates for Board and Patron meetings.

On February 4, 2009, the PCSD CSIP Team meet again to monitor progress of the committees, and on February 11, 2009, Russell Leek reported to the Board that progress was going as expected and the open meetings would soon commence.

On February 19, 2009, the PCSD CSIP Team met with Kevin Dunn leading the meeting. He informed the committees and committee chairs what he wanted them to bring to the first open meeting scheduled for, March 9, 2009.

At that meeting, March 9, 2009, Kevin Dunn opened with a welcome to parents, Board and PCSD staff, then introduced Russell Leek, who explained the process to

date, and the ePeGs addition to the CSIP. Committees then met to discuss progress with Board and Patrons in attendance. After about an hour and a half, the committees came back together for short discussion as a group. The next meeting time, date and place was discussed. It will be held March, 23, 2009.

On March 23, 2009, the PCSD CSIP Committee met to discuss changes made to the plan at the previous meeting and subsequent meetings of the individual committees. Changes made at this meeting may prove to produce a finalized version of the plan. Members met as a large group, then broke up into the smaller individualized committees for a total time of about two hours. The changes and/or additions made this night will be organized into a final draft version and provided to all who have participated in the CSIP process for their review. If no changes or few changes are made, the goal is to present the plan to the PCSD Board for adoption at their April 14, 2009 regular monthly meeting. The CSIP plan will then be submitted to DESE, the Department of Elementary and Secondary Education, by entering it in the ePeGs.



Local Needs

The PCSD CSIP Team began meeting during the early part of the 2008-2009 school year to discuss the revision of the CSIP. The team met in a series of meetings to discuss needs, data, and identify current practices and their successes. Every year building administrators with key personnel discuss the results of MAP testing to ascertain what improvements to instruction are required and what may be the root of lower than acceptable scores. PCSD has an unusually high number of IEP students. The district is making progress in moving students from the IEP designation when possible, though some will not move out. The MAP subgroup of IEP students is a concern for PCSD since this group usually scores low on the assessment. The elementary school has intensified its efforts to reach these students and consequently began the process of incorporating RtI building-wise. RtI training will also take place in the upper grade levels in the near future. The drop-out rate and graduation rate are also of concern for PCSD. Several steps have taken to lower the drop-out rate and raise the graduation rate and the new CSIP will address these concerns. Through several means, the district continues to bring the graduation rate well above the state average. The district ACT scores have not risen above the state average and this is a concern. We believe that ACT can reach state average and go beyond state average. Our students receive quality education, but a concentrated emphasis on ACT is probably necessary. NCLB has established AYP targets that all districts must meet by 2014. While these targets have risen, our performance has not kept pace. Professional Development for ACT and AYP are an important component of reaching NCLB targets. After a series of meetings the team decided to key in on the State's emphasized five areas. The committees were formed and began the task. Over a period of a couple months the committees recognized some current successful practices, and identified several areas of need. Committee chairs then recommended parent or community members who may wish to serve on the CSIP committees. Those were contacted and meetings were established. After two meetings the group refined the CSIP as presented in the following plan.

STUDENT PERFORMANCE

Goal Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective A Students will achieve at or above the state average on the ACT by 2013.

Strategy Create a team of administrators, staff and students to develop preparation courses offered during or after school for student success on the ACT test taking skills.

MSIP Standard: 1.1,1.2,1.3,5.2,6.1,6.2,6.3,6.4,6.5,6.6,6.9,7.1,9

No.	Task or Activity	Responsibility	Resources	Due Date
1	Increase the number of students who enroll in advanced placement courses.	Teachers, Counselors, Principals	District funds, Title I and grants	2013
2	Offer ACT prep activities in 21 st Century Program.	Classroom Teachers and 21 st Century Coordinator	District funds, Title I and grants	2013
3	Encourage high school students to enroll in a rigorous course of study that exceeds the state minimum.	Counselors, Teachers, Bldg. Principals, and Parents	District funds, Title I and grants	2013

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2006-2007	20.5	21.0	21.7	Yes
2007-2008	21.0	20.1	21.7	No
2008-2009	20.1		21.7	N/A
2009-2010			21.7	N/A
2010-2011			21.7	N/A
2011-2012			21.7	N/A
2012-2013			21.7	N/A
2013-2014			21.7	N/A

Objective B Establish reading as a primary instructional focus to increase performance on assessments by 8% per year.

Strategy Using specific measurable data from benchmark tests and year-end assessments we will increase the number of students reading at grade level by at least 8% each year.

MSIP Standard: 1.1,1.2,9.1,9.2

No.	Task or Activity	Responsibility	Resources	Due Date
1	Establish specific assessment tools and the expected target for students at each grade level.	Communication Arts Vertical Team	District funds and grants	2010
2	Professional Development in each building shall support and facilitate reliable results from assessments.	Building principals and leadership teams	District funds and grants	2009-2014
3	Interventions for those students not reading on grade level will be identified and implemented in each building.	Title 1 Team and Classroom Teachers	District funds, Title I and grants	2009-2014
4	Guide progress for students at the high school level to continue, maintain and/or increase reading to learn content within curriculum.	Classroom Teachers	District funds and grants	2009-2014
5	Expand implementation of behavior programs like PBS to protect the learning environment	Classroom Teachers PBS Team Members Building principals	District funds and grants	2009-2014
6	Professional Development in scientifically based teaching strategies in each building will be utilized to demonstrate and increase in reading assessments.	Classroom Teachers PBS Team Members Building principals	District funds and grants	2009-2014

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2006-2007	40.4	38.1	42.9	No
2007-2008	38.1	36.6	51.0	No
2008-2009	36.6		59.2	N/A
2009-2010			67.4	N/A
2010-2011			75.5	N/A
2011-2012			83.7	N/A
2012-2013			91.8	N/A
2013-2014			100.0	N/A

Objective C Curriculum is at current state standards including all Grade Level Expectations and spirals vertically and will be reviewed quarterly to ensure currency.

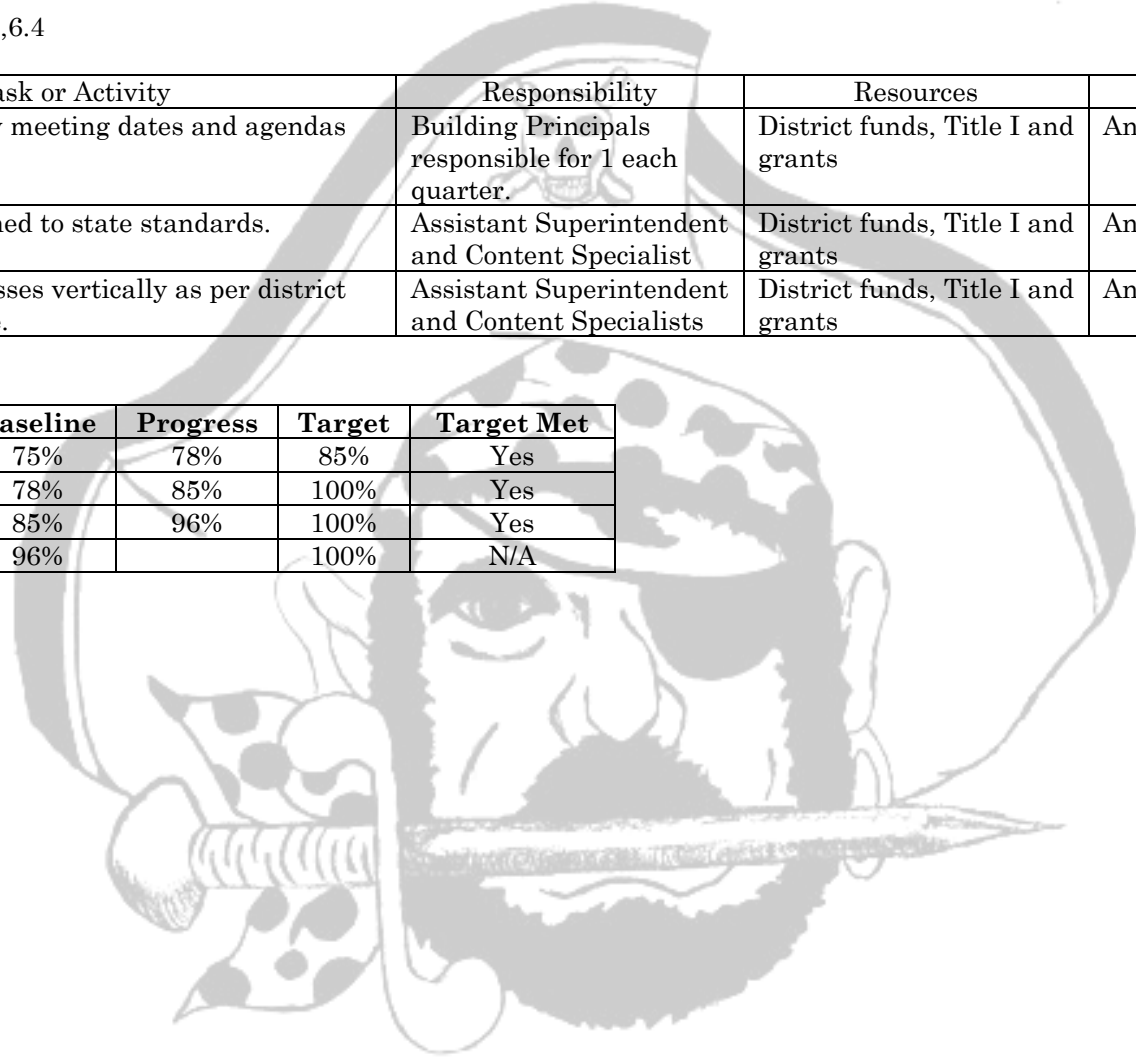
Strategy Vertical teams will meet quarterly to align curriculum and work on common assessments.

MSIP Standard: 6.1,6.3,6.4

No.	Task or Activity	Responsibility	Resources	Due Date
1	Establish quarterly meeting dates and agendas for vertical team.	Building Principals responsible for 1 each quarter.	District funds, Title I and grants	Annually
2	Curriculum is aligned to state standards.	Assistant Superintendent and Content Specialist	District funds, Title I and grants	Annually
3	Curriculum progresses vertically as per district scope and sequence.	Assistant Superintendent and Content Specialists	District funds, Title I and grants	Annually

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2006-2007	75%	78%	85%	Yes
2007-2008	78%	85%	100%	Yes
2008-2009	85%	96%	100%	Yes
2009-2010	96%		100%	N/A



Objective D Establish Writing as a primary instructional focus to increase performance on assessments by at least 8% per year.

Strategy Using specific measurable data from benchmark and year end assessments the number of students demonstrating appropriate writing skills will increase by 8% each year in each building.

MSIP Standard: 1.1,1.2,1.3,5.2,6.1,6.5,9.5

No.	Task or Activity	Responsibility	Resources	Due Date
1	Establish specific scoring guides at each grade level to assess writing skills.	Classroom Teachers Com. Arts Vertical Tm.	District funds, Title I and grants	2009-2014
2	Ensure teacher consistency in evaluating writing samples using approved scoring guides	Classroom Teachers Com. Arts Vertical Tm.	District funds and grants	2009-2014
3	Interventions for those students not writing at grade level will be identified and implemented in grades K-8.	Classroom Teachers Com. Arts Vertical Tm.	District funds, Title I and grants	2009-2014
4	Expand implementation of behavior programs like PBS to protect the learning environment.	Classroom Teachers PBS Team Building Principals	District funds, Title I and grants	2009-2014
5	Professional Development in scientifically based teaching strategies in each building will be utilized to demonstrate and increase in reading/writing assessments.	Classroom Teachers PBS Team Building Principals	District funds, Title I and grants	2009-2014

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2006-2007	40.4	38.1	42.9	No
2007-2008	38.1	36.6	51.0	No
2008-2009	36.6		59.2	N/A
2009-2010			67.4	N/A
2010-2011			75.5	N/A
2011-2012			83.7	N/A
2012-2013			91.8	N/A
2013-2014			100.0	N/A

Objective E Establish Math as a primary instructional focus to increase performance on assessments by at least 8% per year.

Strategy Using specific measurable data from benchmark and year end assessments the number of students demonstrating appropriate mathematical skills will increase by 8% each year in each building.

MSIP Standard: 1.1,1.2,1.3,5.1,5.2,6.1,7.1,8.2

No.	Task or Activity	Responsibility	Resources	Due Date
1	Establish specific benchmarks at each grade level to assess math skills.	Classroom Teachers Math Vertical Team	District funds, Title I and grants	2009-2014
2	Ensure teacher consistency in evaluating math skills using approved scoring guides	Classroom Teachers Math Vertical Team	District funds, Title I and grants	2009-2014
3	Interventions for those students not performing at grade level with math skills will be identified and implemented in grades K-8.	Classroom Teachers Math Vertical Team	District funds, Title I and grants	2009-2014
4	Expand implementation of behavior programs like PBS to protect the learning environment	Classroom Teachers PBS Team Building Principals	District funds, Title I and grants	2009-2014
5	Professional Development in scientifically based teaching strategies in each building will be utilized to demonstrate and increase in reading assessments.	Classroom Teachers PBS Team Members Building principals	District funds and grants	2009-2014

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2006-2007	42	46.4	35.8	No
2007-2008	46.4	44.5	45.0	No
2008-2009	44.5		54.1	N/A
2009-2010			63.3	N/A
2010-2011			72.5	N/A
2011-2012			81.	N/A
2012-2013			90.8	N/A
2013-2014			100.0	N/A

Objective F Students will meet AYP (or be on target for growth) annually as determined by state and federal mandates.

Strategy Students will experience MAP/EOC - like common assessments throughout the year in each building.

MSIP Standard: 1.1,1.2,1.3,5.2,6.1,6.2,6.3,6.4,6.5,6.6,6.9,7.1,9

No.	Task or Activity	Responsibility	Resources	Due Date
1	Released items from DESE will be made available to teachers.	Department Chairpersons	n/a	2009-2014
2	Common assessments will include items similar to those on the MAP tests and EOC exam.	Classroom Teachers, Department Chairs, Building Principals	District funds, Title I and grants	2009-2014
3	Evening MAP/EOC events will be held for parents to educate them on test protocol, scoring, etc.	Building principals Teachers and/or Building Principals	District funds, Title I and grants	2009-2014

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2006-2007	42MA/40.4CA	46.4MA/38.1CA	35.8MA/42.9CA	N/A
2007-2008	46.4MA/38.1CA	44.5MA/36.6CA	45.0MA/51.0CA	N/A
2008-2009	44.5MA/36.6CA		54.1MA/59.2CA	N/A
2009-2010			63.3MA/67.4CA	N/A
2010-2011			72.5MA/75.5CA	N/A
2011-2012			81.7MA/83.7CA	N/A
2012-2013			90.8MA/91.8CA	N/A
2013-2014			100.MA/100.0CA	N/A

HIGHLY QUALIFIED STAFF

Goal Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (local educational agency)/District mission, goals, and objectives.

Objective A Provide attractive compensation packages to 100% of staff to maintain a quality staff.

Strategy Compensation package will be maintained at a level which is in the top 50% of surrounding districts to encourage staff retention.

MSIP Standard: 3.1,3.2,4.1,4.2,4.3,5.1,5.2,8.4

No.	Task or Activity	Responsibility	Resources	Due Date
1	Establish increases in the district salary schedule that keeps the district in the top 50% of surrounding districts.	Superintendent	District Funds, Grants	June 2011
2	Investigate initiatives and programs that may be used as incentives to remain in the district.	Administrative Team, Teacher representatives	District Funds, Grants	June 2010
3	Research the number of years which other districts allow teachers to be hired.	Administrative Team, Teacher representatives	District Funds, Grants	September 2009
4	Evaluate raising the number of years staff may bring to the district.	Administrative Team, Teacher representatives	District Funds, Grants	May 2010

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2006-2007	\$24,900.00	\$24,900.00	\$25,700.00	Yes
2007-2008	\$24,900.00	\$25,700.00	\$27,100.00	Yes
2008-2009	\$25,700.00	\$27,100.00	\$28,500.00	N/A
2009-2010	\$27,100.00			N/A

Objective B Increase the number of teachers district-wide with Masters Degrees or higher to 60% of all teachers by Spring 2014.

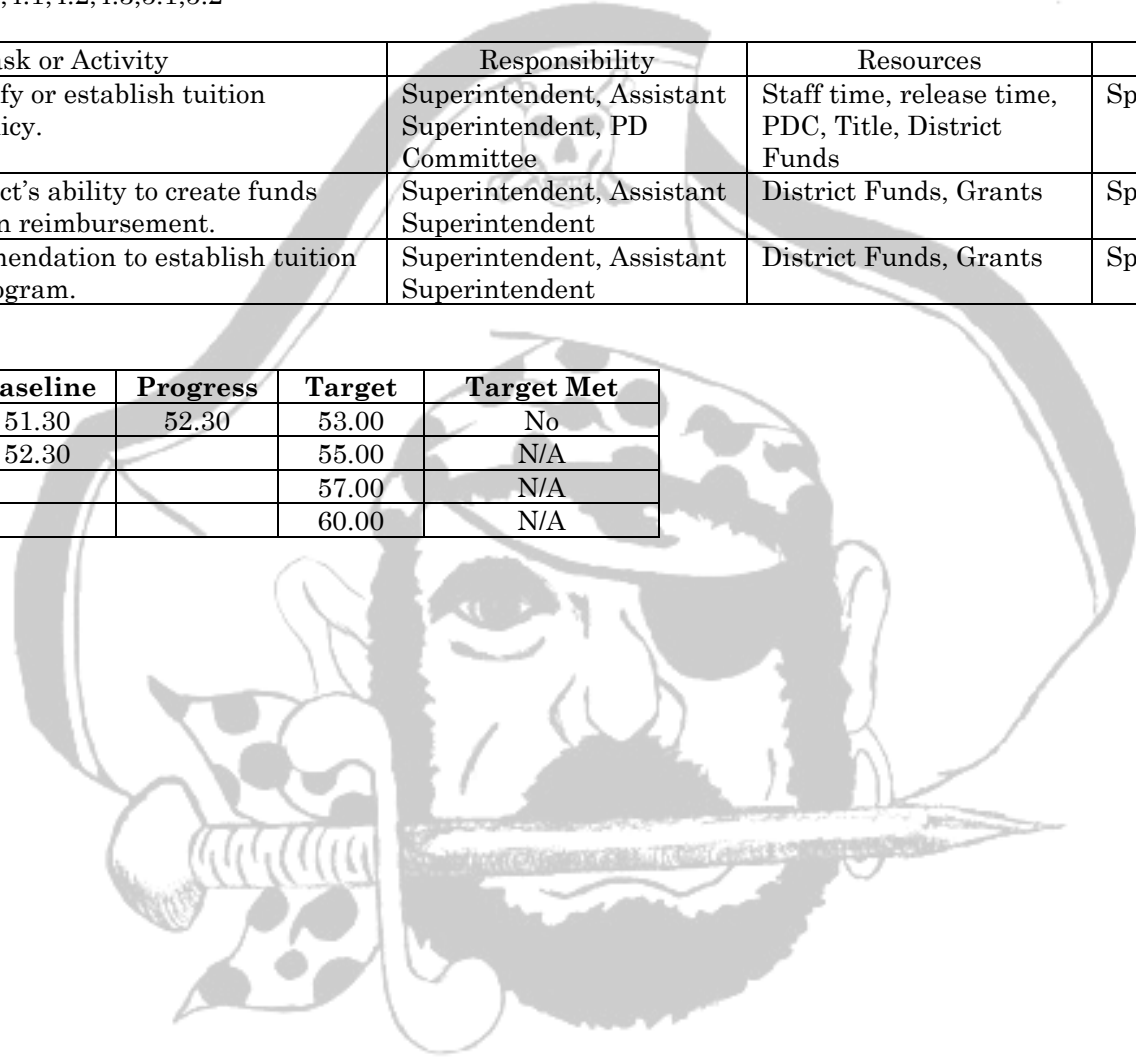
Strategy Establish a compensation program that will encourage staff to obtain graduate degrees.

MSIP Standard: 3.1,3.2,4.1,4.2,4.3,5.1,5.2

No.	Task or Activity	Responsibility	Resources	Due Date
1	Evaluate and modify or establish tuition reimbursement policy.	Superintendent, Assistant Superintendent, PD Committee	Staff time, release time, PDC, Title, District Funds	Spring 2014
2	Evaluate the district's ability to create funds available for tuition reimbursement.	Superintendent, Assistant Superintendent	District Funds, Grants	Spring 2014
3	Make BOE recommendation to establish tuition reimbursement program.	Superintendent, Assistant Superintendent	District Funds, Grants	Spring 2014

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2007-2008	51.30	52.30	53.00	No
2008-2009	52.30		55.00	N/A
2009-2010			57.00	N/A
2010-2011			60.00	N/A



Objective C Initiate and implement programs, services and incentives intended to increase the district-wide average years of certified staff by a minimum of five (5) more years.

Strategy Establish an exit interview process and methodology to analyze strategies for retaining quality instructional staff.

MSIP Standard: 3.1,3.2,4.1,5.2,6.4,6.5,6.6,6.7,6.8,6.9,8.10,8.2,

No.	Task or Activity	Responsibility	Resources	Due Date
1	Review the exit interview form for use with the instructional staff who leave the district.	Administrative Team	District Funds, Grants	April 2010
2	Formulate steps to be followed when an instructional staff member resigns (should include: meetings at building level, interview at CO level completing an exit interview.	Administrative Team	District Funds, Grants	April 2010
3	Develop a system to analyze exit interview results to determine possible improvements at building/district level.	Administrative Team	District Funds, Grants	April 2010

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2006-2007	12.6	13.1	13.1	Yes
2007-2008	13.1	12.7	14.1	No
2008-2009	12.7		14.1	N/A
2009-2010			15.1	N/A
2010-2011			16.1	N/A
2011-2012			17.1	N/A
2012-2013			18.1	N/A
2013-2014			19.1	N/A

FACILITIES, SUPPORT, INSTRUCTIONAL RESOURCES

Goal Provide and maintain appropriate instructional resources, support services, and safe functional facilities.

Objective A The district will provide support services to meet the needs of the students and to support instructional programs thereby maximizing student performance, increasing by 2% each year in MAP and EOC assessments.

Strategy Maintain or improve current level of health, guidance, library, and food services.

MSIP Standard: 3.1,3.2,4.1,4.2,4.3,5.1,6.4,6.5,6.6,6.8,6.9,8.10,

No.	Task or Activity	Responsibility	Resources	Due Date
1	Maintain current levels of counselors, librarians, and nurses	Assistant Superintendent Building Principals	District Funds, Grants	2009-2014
2	Central Registrar for the district	Superintendent	District Funds	When space available
3	Secretarial help available for the guidance offices	Superintendent, Building Principals	District Funds	2009-2014
4	Explore the possibilities to provide funding for transportation to district, regional, and state co-curricular activities	Superintendent, Building Principals	District Funds	2010-2011

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2006-2007	42MA/40.4CA	46.4MA/38.1CA	35.8MA/42.9CA	N/A
2007-2008	46.4MA/38.1CA	44.5MA/36.6CA	47.5MA/38.6CA	N/A
2008-2009	44.5MA/36.6CA		49.5MA/40.6CA	N/A
2009-2010			51.5MA/42.6CA	N/A
2010-2011			53.5MA/44.6CA	N/A
2011-2012			55.5MA/46.6CA	N/A
2012-2013			57.5MA/48.6CA	N/A
2013-2014			59.5MA/50.6CA	N/A

Objective B The district will adopt a long range plan addressing district parking, space, security, and lighting needs; in order to provide appropriate and safe facilities and grounds with improvements to 10% of the areas per year.

Strategies The District will review and approve plans that will provide for improvements to the instructional resources, support services and safe functional facilities.

MSIP Standard: 6.5,6.6,8.10,8.2,8.15

No.	Task or Activity	Responsibility	Resources	Due Date
1	Architectural firm performs study and makes recommendations	Board of Education, Superintendent	District Funds	Spring 2009
2	District develops long range facilities plan	Board of Education, Superintendent	None	2009-2010
3	CSIP amended to address district long range facilities plan	CSIP Committee	None	2010-2011

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2006-2007	40%	50%	50%	Yes
2007-2008	50%	60%	60%	Yes
2008-2009	60%		70%	Yes
2009-2010			80%	N/A
2010-2011			90%	N/A
2011-2012			100%	N/A
2012-2013			100%	N/A
2013-2014			100%	N/A

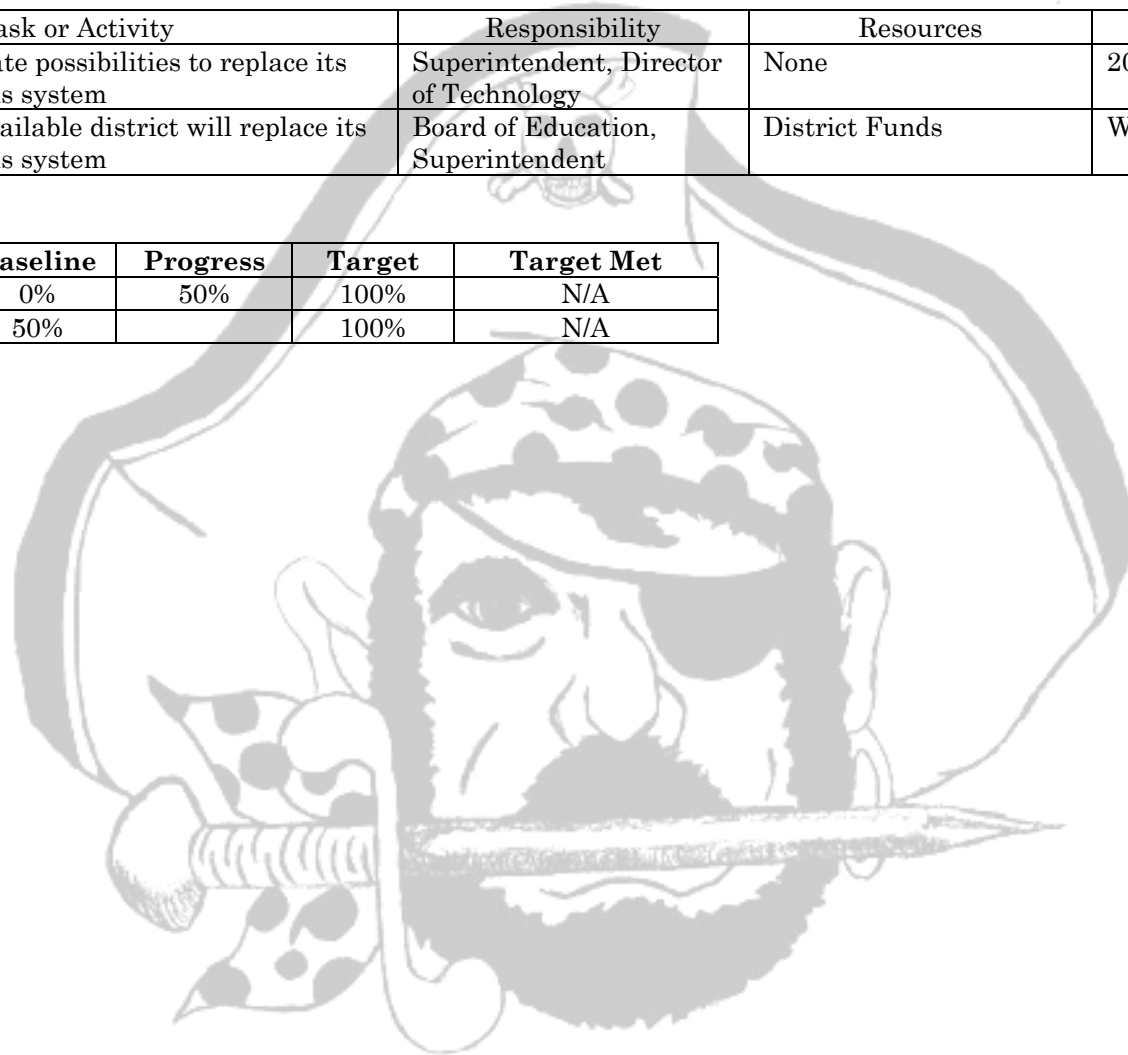
Objective C The district will update its telecommunications system within 2 years.

Strategies Investigate communications companies and funding sources to improve district telecommunications system.

No.	Task or Activity	Responsibility	Resources	Due Date
1	District will evaluate possibilities to replace its telecommunications system	Superintendent, Director of Technology	None	2009-2010
2	When funds are available district will replace its telecommunications system	Board of Education, Superintendent	District Funds	When funds available

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2008-2009	0%	50%	100%	N/A
2009-2010	50%		100%	N/A



Objective D Technology in the district will meet the needs of students and staff and will be infused into the curriculum and all instructional programs to better serve different learners and improve student performance by 2% each year.

Strategies The district will budget appropriate levels of funds to maintain the infrastructure, hardware, and software; and provide professional development to make technology an integral part of the education process.

MSIP Standard: 1.1,1.2,7.2,7.3,9.2,9.3,9.4,9.5

No.	Task or Activity	Responsibility	Resources	Due Date
1	Interactive projections systems in all classrooms Prek-12	Building Principals, Director of Technology	District Funds, Federal Programs	2013-2014
2	Professional development will be provided in using technology hardware and software, integrating technology in the curriculum, and technology in instruction	Professional Development Comm., Director of Instruction, Director of Technology	District funds, Federal Programs, Professional Development Funds	2009-2014
3	Five year replacement cycle for computer equipment	Director of Technology	District Funds	2010-2014
4	Update infrastructure to provide appropriate resources to the end users	Director of Technology	District Funds	2010-2014
5	Software purchased to support instruction and administration	Director of Instruction, Director of Technology	District Funds, Federal Programs	2009-2014
6	Instructional lab with interactive projection equipment in each division that can be scheduled by classroom teachers	Building Principals, Director of Technology	District Funds	2009-2010

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2006-2007	84%	86%	86%	Yes
2007-2008	86%	88%	88%	Yes
2008-2009	88%		90%	N/A
2009-2010			92%	N/A
2010-2011			94%	N/A
2011-2012			96%	N/A
2012-2013			98%	N/A
2013-2014			100%	N/A

PARENT AND COMMUNITY INVOLVEMENT

Goal Promote, facilitate, and enhance parent, student, and community involvement in LEA/District educational programs.

Objective A Increase parent participation at Parent-Teacher conferences to reach 100% at EC, 90% at elementary, 75% at MS, and 50% at HS & CC by 2014.

Strategy Create a team to develop more centralized settings for MS, HS, & CC Parent-Teacher conferences and establish means for increasing parent participation

MSIP Standard: 6.5,6.6,7.5,7.6,8.1,8.10,8.2,8.5,8.8,8.9

No.	Task or Activity	Responsibility	Resources	Date Due
1	Establish a plan for centralizing MS, HS, and CC P/T conferences and providing incentives for parental attendance (i.e. Cafeteria vouchers)	Building Administrators, Dep't. Chairs, Lead Team	District Funds, Grants	Fall '09
2	Send advance notices about time and place for P/T conferences via e-mail, newsletters, web-site postings, Channel 7, student planners and notes, and SchoolReach messages to all parents.	Technology Director, Building Technology Coordinators, Building Administrators, District Publicity Coordinator	Building Budgets for paper; Parent Group or Building Budgets for planners	Fall '09

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2007-2008		91.60ES;56.50MS;26.75HS/CC	91.60ES;56.50MS;26.75HS/CC	Yes
2008-2009	91.60ES;56.50MS;26.75HS/CC	89.44ES;46MS;25.9HS/CC	93.00ES;59MS;30HS/CC	No
2009-2010	89.44ES;46MS;25.9HS/CC		95.00ES;63MS;35HS/CC	N/A
2010-2011			97.00ES;66MS;38HS/CC	N/A
2011-2012			99.00ES;70MS;42HS/CC	N/A
2012-2013			100.00ES;72MS;46HS/CC	N/A
2013-2014			100.00ES;75MS;50HS/CC	N/A

Objective B Increase publicity of district and building activities with weekly district/building publicity releases to improve percentage of parent and community awareness/participation.

Strategy Develop a public relations campaign at each district level.

MSIP Standard: 6.5,6.6,7.5,7.6,7.7,8.1,8.10,8.2,8.5,8.8,8.9

No.	Task or Activity	Responsibility	Resources	Date Due
1	Establish a building team to set building public relation goals and facilitate publicity for their building level within the district and community-wide.	Building Administrators, Department Chairs, Lead Teachers and District Publicity Coordinator	Federal and/or District Funds for Dep't chairs and Lead Teachers' Stipends; Building Funds for Paper supplies	Fall 09
2	Publicize students' service-learning activities and projects through all available media.	Building Administrators, Technology Director, Building Technology Coordinators, club sponsors, classroom teachers, and District Publicity Coordinator	District Funds, Grants	Fall 09
3	Develop an EC, Elementary, MS, HS & CC news program for Channel 7 broadcast at least once a month	Building Administrators, Technology Director and Bldg. Coordinators, Media Class Instructor, District Publicity Coordinator	District /Career Center funds for broadcast supplies	Fall 09
4	Continue CE newspaper dinky insert and enhance it with a MS/HS/CC content area dinky at least quarterly	CE Coordinator & Building Teams, HS Journalism class, Dept Chairs and Lead Teachers, District Publicity Coordinator	Federal funds for C+ membership; Federal and/or grant funds for Journalism Instructor Stipend for after-school work hours	Fall 09

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2007-2008	Monthly	Monthly	Twice Monthly	N/A
2008-2009	Twice Monthly	Thrice Monthly	Thrice Monthly	N/A
2009-2010	Thrice Monthly		Weekly	N/A

Objective C Increase parental and community involvement to reach 100% at EC, 90% at elementary, 75% at MS, and 50% at HS & CC by 2014 through events open to target groups for learning and recreational opportunities by one per semester

Strategy Develop a team at each building to ensure relevant educational and recreational events are offered for parents and community members

MSIP Standard: 6.5,6.6,7.5,7.6,8.1,8.2,8.5,8.8

No.	Task or Activity	Responsibility	Resources	Date Due
1	Expand evening celebration events for students at the elementary and MS in which student families participate and community members are invited to speak	Building Administration, Teaching staff	Building Funds for awards	Ongoing
2	Host evening educational and/or recreational events for parents and community members at all building levels with a minimum of one per semester (i.e., workshops, MAP nights, PIE nights, support groups, senior citizen classes, special family celebrations/dances or game nights)	Building Administration, Department chairs, Lead Teachers, Grade Level teams, Club/Activity sponsors,	District/Building Funds for supplies as applicable for each event;	Fall 09

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2007-2008		91.60ES;56.50MS;26.75HS/CC	91.60ES;56.50MS;26.75HS/CC	Yes
2008-2009	91.60ES;56.50MS;26.75HS/CC	89.44ES;46.00MS;25.90HS/CC	93.00ES;59MS;30HS/CC	No
2009-2010	89.44ES;46.00MS;25.90HS/CC		95.00ES;63MS;35HS/CC	N/A
2010-2011			97.00ES;66MS;38HS/CC	N/A
2011-2012			99.00ES;70MS;42HS/CC	N/A
2012-2013			100.00ES;72MS;46HS/CC	N/A
2013-2014			100.00ES;75MS;50HS/CC	N/A

GOVERNANCE

Goal Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

Objective A All program evaluations will be completed and presented as information items to the school board on a two year rotation.

Strategy Updated program evaluations will ensure the best programs are in place for all students.

MSIP Standard: 1.1,1.2,1.3,2.1,3.1,3.2,4.1,4.2,4.3,5.1,5.2,6.1,6

No.	Task or Activity	Responsibility	Resources	Due Date
1	Written evaluations given to the board one month prior to the evaluation	Superintendent, Assistant Superintendent	N/A	2009
2	Revise and review evaluation schedule	Superintendent, Assistant Superintendent	N/A	2009
3	An agenda item presentation and question/answer session	Person responsible for the program	N/A	2009

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2007-2008	3 year rotation	3 year rotation	3 year rotation	N/A
2008-2009	3 year rotation		2 year rotation	N/A
2009-2010			2 year rotation	N/A
2010-2011			2 year rotation	N/A
2011-2012			2 year rotation	N/A
2012-2013			2 year rotation	N/A
2013-2014			2 year rotation	N/A

Objective B The Board of Education will review, evaluate, and update policies, handbooks and manuals on a continuous basis (two year rotation) in order to provide a consistent district-level application.

Strategy Updated program evaluations will ensure the best programs are in place for all students.

MSIP Standard: 1.1,1.2,1.3,2.1,3.1,3.2,4.1,4.2,4.3,5.1,5.2,6.1,6

No.	Task or Activity	Responsibility	Resources	Due Date
1	Create a time-line for Board of Education evaluation	Assistant Superintendent	na	2010
2	The Board of Education will ensure that all policies, handbooks, and manuals are applied throughout the district.	Superintendent, Assistant Superintendent, Principals	na	2010
3	Revise/update existing policies, handbooks, and manuals annually.	Superintendent, Principals	na	2010

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2007-2008	3 year rotation	3 year rotation	3 year rotation	N/A
2008-2009	3 year rotation		2 year rotation	N/A
2009-2010			2 year rotation	N/A
2010-2011			2 year rotation	N/A
2011-2012			2 year rotation	N/A
2012-2013			2 year rotation	N/A
2013-2014			2 year rotation	N/A

Objective C The District will design a Comprehensive School Improvement Plan (CSIP) every five years and evaluate it annually.

Strategy To provide the District with the best plan for student education.

MSIP Standard: 7.5,7.6,7.7,8.1,8.2

No.	Task or Activity	Responsibility	Resources	Due Date
1	The CSIP committee will meet annually to review the current school plan.	Assistant Superintendent	na	2010
2	The committee will measure the progress of the stated objectives	Assistant Superintendent	na	2010
3	The committee will report their findings to the Board with recommendations for revised strategies.	Assistant Superintendent	na	2010

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2007-2008	5 rotation	5 rotation	5 rotation	Yes
2008-2009	5 rotation	5 rotation	5 rotation/1 review	N/A
2009-2010	5 rotation		5 rotation/1 review	N/A
2010-2011			5 rotation/1 review	N/A
2011-2012			5 rotation/1 review	N/A
2012-2013			5 rotation/1 review	N/A
2013-2014			5 rotation/1 review	N/A

Objective D The district will monitor student enrollment trends twice annually to forecast possible classroom and staffing needs.

Strategy Improve the facilitation of instruction for all district students.

MSIP Standard: 2.1,3.1,3.2,6.4,6.5,6.6,7.2,8.1,8.10,8.11,8.15,9.

No.	Task or Activity	Responsibility	Resources	Due Date
1	Annually, the BOE will be presented an enrollment report that includes current and historical data, and future enrollment projections.	Superintendent	na	2010
2	The Board will be presented annually with a special needs population data report.	Director of Special Services	na	2010
3	The local social and economic conditions will reviewed annually for factors that may cause changes in local enrollment.	Superintendent	na	2010

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2008-2009	annually	annually	annually	Yes
2009-2010	annually		Twice annually	N/A
2010-2011			Twice annually	N/A
2011-2012			Twice annually	N/A
2012-2013			Twice annually	N/A
2013-2014			Twice annually	N/A

Objective E The district will develop and implement a plan, annually reviewed, to improve the flow of two-way communications.

Strategy Improvement in communications will improve the instructional goals for district students.

MSIP Standard: 6.5,6.6,7.5,7.6,8.1,8.2

No.	Task or Activity	Responsibility	Resources	Due Date
1	The district will expect participation of web-based opportunities for parent-teacher interaction and communication.	Principal, Teachers, Director of Technology	N/A	2010
2	The district will explore opportunities for improved telecommunication systems for all staff and students.	Superintendent, Director of Technology	Cost to be determined	2014
3	The district will offer additional opportunities for parental involvement in the schools.	Superintendent, Principals, Teachers	N/A	2010

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2008-2009	Two year review	Two year review	Two year review	Yes
2009-2010	Two year review		annually	N/A
2010-2011			annually	N/A
2011-2012			annually	N/A
2012-2013			annually	N/A
2013-2014			annually	N/A