



# Sherman County School District Continuous Improvement Process Goals/Strategies, Action Steps, Routine to Monitor/Adjust - 2018-2021

## Vision Statement

The Board of Directors and staff of the Sherman County School District value children and education as their highest priorities and uphold the motto, **“Working Together to Put Student Success First”**.

## Mission Statement

Sherman County Schools, in partnership with its community citizens, will provide all students with an education which produces responsible and informed citizens, able to adjust, grow, and make positive contributions to a rapidly changing world.

## District Values and Beliefs

1. We believe that strong student/staff relationships foster improvements in academics, citizenship and attitudes.
2. We believe that positive community support, involvement and generosity are critical to student success.
3. We believe that the employees of the Sherman County School District have a united commitment in pursuit of the vision for academic and citizenship growth by all students.
4. We believe in providing a safe environment where the physical, social, emotional and academic needs of the students and staff can be met.
5. We believe that well-maintained facilities are an essential factor in providing a safe and accessible education to all.
6. We believe that our community and students deserve clean, safe, secure, well-equipped and inviting facilities of which to be proud.

<b><u>Goal/Strategies – Student Achievement</u></b>	<b><u>Action Steps</u></b>	<b><u>Routine to Monitor/Adjust</u></b>
<ul style="list-style-type: none"> <li>• <b>Focus on the growth and development of the foundational skills of reading, writing, math and science with quality, fidelity, intensity and consistency to increase the level of student achievement by our students.</b></li> </ul>	<ul style="list-style-type: none"> <li>• Monitor the quality and fidelity of instruction and assessment in each of the core skill areas.</li> <li>• Increase the use of formative classroom assessments and work samples.</li> <li>• Implement ORTi K-6.</li> <li>• Focus high school RTI on data driven interventions.</li> </ul>	<ul style="list-style-type: none"> <li>• Cohort* achievement as measured by SBAC scores will increase by 9% over 3 years. *All student achievement matters. Cohort should be considered as students who have been educated at SCSD for a minimum of two consecutive years prior to testing.</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Provide support and expanded programs</b></li> </ul> <ol style="list-style-type: none"> <li>1. <i>to increase the number of students on track to graduate;</i></li> <li>2. <i>to increase opportunities for students in Career Technical Education (CTE); and</i></li> <li>3. <i>to increase student awareness of post-secondary opportunities and track the success of students a year after high school.</i></li> </ol>	<ul style="list-style-type: none"> <li>• Track and monitor incidents of chronic absenteeism.</li> <li>• Provide support for students during transitions from elementary-junior-senior high levels.</li> <li>• Monitor students in grades 7-12 on track to graduate; implement interventions in middle school as necessary and emphasize the importance of academic success and involvement in school; administration will meet periodically with students and parents for those students not on track to graduate.</li> <li>• Increase the availability of college dual credit courses and CTEs.</li> <li>• Develop individual post-secondary plans for each student; monitor and adjust at least twice a year.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase the percentage of students on track to graduate from 79% in 2017-18 to 85% in 2018-19, and to 87% in 2019-2020.</li> <li>• 100% of seniors have post-secondary plans adapted to their individual goals and needs.</li> </ul>

<b><u>Goals/Strategies – Staff Development</u></b>	<b><u>Action Steps</u></b>	<b><u>Routine to Monitor/Adjust</u></b>
<ul style="list-style-type: none"> <li>• <b>Promote a productive working and professional growth environment and activities which attracts, develops and retains high-quality staff.</b></li> </ul>	<ul style="list-style-type: none"> <li>• Provide mentoring and support for new teachers and support staff including orientation handbooks and Q and A information.</li> <li>• Provide enrichment and support opportunities for all teachers and support staff including a robust professional development program which will include the state’s Educator Advancement Council.</li> </ul>	<ul style="list-style-type: none"> <li>• 90% participation by staff in TELL survey to help identify ways to increase teacher job satisfaction.</li> <li>• Increase the % of teachers taking advantage of budgeted Professional Development funding opportunities.</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Continue the implementation of RTIi and PBIS to improve academic and behavioral outcomes for students.</b></li> </ul>	<ul style="list-style-type: none"> <li>• Monitor and adjust the implementation of ORTIi and PBIS strategies being used by staff.</li> <li>• Provide additional training for staff on RTII and PBIS skills and strategies.</li> <li>• Collect data on RTII and PBIS Tier II interventions.</li> <li>• Implement a school-wide system of behavioral expectations which are posted in classrooms and common areas throughout the school.</li> </ul>	<ul style="list-style-type: none"> <li>• RTIi Tier 2 and Tier 3 cohorts will demonstrate an increase in academic performance as measured by diagnostic/, EasyCBM assessments or cumulative GPA throughout each year and from year to year.</li> <li>• Students receiving behavioral interventions will demonstrate a decrease in behavioral situations as measured by referrals and Administrative disciplinary actions throughout each year and from year to year.</li> </ul>

<u>Goals/Strategies – Safety</u>	<u>Action Steps</u>	<u>Routine to Monitor/Adjust</u>
<ul style="list-style-type: none"> <li>In partnership with the Sherman County Sheriff's Office and the Multi-Agency Safety Committee, we will continue the implementation of the Board-adopted safety measures which will ensure a safe and orderly school environment that meets current and future needs of students, staff, and the community.</li> </ul>	<ul style="list-style-type: none"> <li>All staff, students, and substitutes will be appropriately trained in the Board-adopted safety measures.</li> <li>Continue visibility and visits with students from first responders.</li> <li>Survey/questionnaire administered to random staff/students of equal number over time.</li> <li>Evaluate timed emergency drills.</li> </ul>	<ul style="list-style-type: none"> <li>Students and staff will be able to demonstrate appropriate responses during application of the Board-adopted safety measures.</li> <li>Students, staff, parents and community members will feel safe when in and around the school.</li> </ul>
<u>Goal/Strategies – Parent and Community Involvement</u>	<u>Action Steps</u>	<u>Routine to Monitor/Adjust</u>
<ul style="list-style-type: none"> <li>Continue to foster a welcoming environment for parents/families/guardians and invite them to participate as partners in the education of their students.</li> </ul>	<ul style="list-style-type: none"> <li>Encourage and welcome parents to attend conferences as partners.</li> <li>Develop protocols on how to establish positive rapport with parents.</li> <li>Use various communication strategies to promote/publicize volunteer opportunities for parents and community members, the Parent Teacher Organization, Booster Club, Education Foundation and other opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Over a three year period maintain K-6 parent-teacher conference attendance at 90% or above and show a year to year increase in 7-12 parent-teacher conference attendance.</li> </ul>