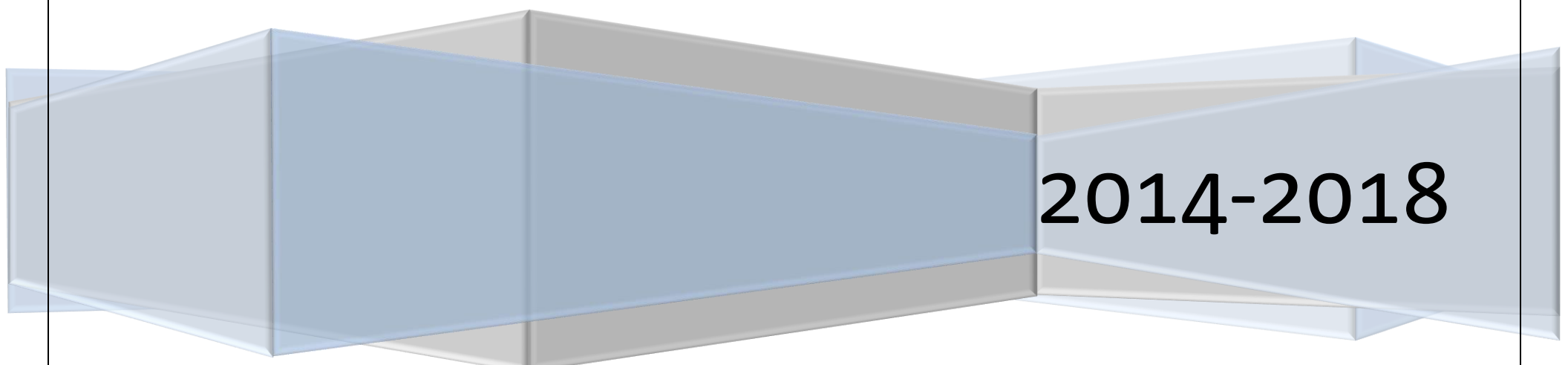


CONTINUOUS IMPROVEMENT PLAN

Board of Trustees

Soda Springs School District 150

Molly M. Stein, Ed. D.



2014-2018

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CONTINUOUS IMPROVEMENT PLAN COMMITTEE MEMBERS

ROBERT DANIEL, PRINCIPAL/SAFE SCHOOLS/FACILITIES AND EMERGENCY OPERATIONS	SUE HANSEN, PRINCIPAL/EVALUATION/SCHOOL IMPROVEMENT
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KIM JOHN, DISTRICT ADMIN/PROFESSIONAL DEVELOPMENT AND HUMAN RESOURCES /POLICY DEVELOPMENT	

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SODA SPRINGS IDAHO SCHOOL DISTRICT VISION, MISSION AND GOALS

VISION (CREATED 4-2-2014 AMENDED 8-12-2015)

The Soda Springs School District, in partnership with the community, will provide a safe and supportive learning environment combined with educational opportunities wherein each student becomes an educated, responsible, contributing citizen.

MISSION (CREATED 4-30-2014 AMENDED 8-12-2015)

The Soda Springs School District will:

- Promote success by advocating and sustaining a school culture conducive to student learning with excellence in teaching.
- Value uniqueness and diversity by fostering respectful relationships and engaging every student through varied learning strategies.
- Assist students in developing character, physical, social/emotional maturity and a positive work ethic.
- Incorporate relevancy, technology, and critical thinking through rigorous academic learning experiences resulting in high student achievement.
- Provide and maintain safe facilities which meet the current and future academic needs of the students and the community.
- Demonstrate fiscal accountability and responsible governance.

GOALS OVERVIEW

GOALS (2015-2016)

✓ **STUDENT ACHIEVEMENT**

Promote excellence in teaching, critical thinking, and rigorous academic learning. In doing so, the district will maintain an efficient data management system allowing for frequent progress monitoring, collect all pertinent achievement data, establish a student data management plan, and set achievement targets and expectations for all students.

✓ **STAFF AND HUMAN RESOURCES**

Professional development will be provided to all instructional staff on common core standards, subject matter knowledge, and meeting individual student developmental needs. Meeting these needs will be an integral part of an overall professional development plan.

✓ **FACILITIES**

Based on community and architectural input, the district will complete the planning process relative to future facility needs.

CONTINUOUS IMPROVEMENT PLAN PROGRESS MONITORING
2014-2018

THE DISTRICT WILL MONITOR, ASSESS, AND DOCUMENT PROGRESS OF OBJECTIVES OUTLINED IN THE CONTINUOUS IMPROVEMENT PLAN.

OBJECTIVE 1: Data (task, benchmarks, date completed) from this process will be collected for each goal by the superintendent or designee.

OBJECTIVE 2: Updates will be presented at monthly board meetings according to progress as part of the standing agenda.

Student Achievement

Goal(s):	PROMOTE EXCELLENCE IN TEACHING, CRITICAL THINKING, AND RIGOROUS ACADEMIC LEARNING. IN DOING SO, THE DISTRICT WILL MAINTAIN AN EFFICIENT DATA MANAGEMENT SYSTEM ALLOWING FOR FREQUENT PROGRESS MONITORING, COLLECT ALL PERTINENT ACHIEVEMENT DATA, ESTABLISH A STUDENT DATA MANAGEMENT PLAN, AND SET ACHIEVEMENT TARGETS AND EXPECTATIONS FOR ALL STUDENTS.			
OBJECTIVE 1	Leadership teams will establish efficient DATA management structure and reporting system to assist in frequent monitoring of student progress in order to collect local, state, and national data.			
	Accountability	Administrators, testing coordinator, and staff.		
	Benchmark Reports	Data Specialist position created to input student performance data.	8/5/15	✓ Reported to Board September 23, 2015
		Testing Coordinator presents data overview to board member for review. Testing scores sent home.	9/23/15	✓ Reported to Board September 23, 2015
		Building Principals meet with staff to review current data and identify additional data necessary.	9/1/2015	✓ Reported to Board September 23, 2015
		Leadership teams will be established at each building according to the needs of the students i.e.: PLCs, Lighthouse Leads. Teams will determine necessary data to review. Pending Leadership position approval.	10/1/15	✓ Reported to Board October 28, 2015
		Presentation to Board on PLC, LightHouse Leaders, and MilePost Data Collection	10/28/15	✓ Reported to Board October 28, 2015
		Principals coach staff to use MilePost Data. September- December Update	12/16/15	✓ Reported to Board December 16, 2015

OBJECTIVE 2	Leadership teams will establish school, and subgroup ACHIEVEMENT TARGETS with established bench marks to follow progress		
	Accountability:	Leadership Teams and Administration	
	Benchmark Reports::	Upon review of pertinent data, measurable achievement goals will be set at each building level.	9/22/15 ✓ Reported to the Board September 23, 2015
	<p>THIRKILL</p> <ul style="list-style-type: none"> ▪ Math: The STAR Math Assessment will be given quarterly to students in grades 2-4 and 75% of students will show a growth of at least one year from fall to spring on the grade equivalent (GE) score. ▪ Reading: The STAR Reading Assessment will be given quarterly to students in grades 2-4 and 75% of students will show a growth of at least one year from fall to spring on the grade equivalent (GE) score. ▪ Early Elementary Reading: The Idaho Reading Indicator (IRI) is given to all students in grade K-3 three times a year (Fall–Winter–Spring). The goal is to have at least 75% of students reach a benchmark score of 3 by the spring test. <p>TIGERT MIDDLE SCHOOL</p> <ul style="list-style-type: none"> ▪ Math: Using the Star Math Assessment, 75% of the students will be at or above the 40PR, the district benchmark for mathematics, by May 12th. ▪ Reading: Using the Star Reading Assessment, 75% of the students will be at or above the 40PR, the district benchmark for reading, by May 12th. <p>SODA SPRINGS HIGH SCHOOL</p> <ul style="list-style-type: none"> ▪ All Courses: 80% of all students will pass the End of Course Assessments in all classes. ▪ SSHS will maintain a 95% Graduation Rate or higher. ▪ SSHS will increase the percentage of students that are proficient on ISAT; ELA 5%, Math 5% 		
		Upon review of pertinent data, measurable achievement goals will be set for targeted <u>subgroups</u> .	✓ Reported to the Board October 28, 2015
		Upon review of pertinent data, measurable achievement goals will be set for <u>individual</u> students.	✓ Reported to the Board October 28, 2015

	STAR Reading goal progress by grade		✓ Reported to the Board December 16, 2015	
		% of students .5 growth or higher so far		% of students maintaining or showing growth
	2nd	50%		92%
	3rd	45%		77%
	4th	39%		76%
	STAR Math progress by grade			
		% of students .5 growth or higher so far		% of students maintaining or showing growth
	2nd	27%		88%
	3rd	47%		88%
	4th	52%		85%
	Tigert Middle School reviews STAR data at weekly meetings (PLC/Lighthouse). <ul style="list-style-type: none"> ▪ TMS (school) is not showing growth in reading. ▪ 5th grade is at or above 40th percentile in reading. ▪ Math: TMS shows 5 months growth; all grade levels are at or above the 40th percentile 		✓ Reported to the Board December 16, 2015	
	SSHS reviewed SBAC from previous years, reviewing assessment tools to provide more up to date data. Teachers working on individual class and student issues. Data is held at classroom level.		✓ Reported to the Board December 16, 2015	
	Review final achievement goals for each building.	PENDEING	✓ Reported to the Board June1, 2016	

OBJECTIVE 3	Create LEARNING STRATEGIES and PLANS to facilitate student achievement growth.			
	Accountability:	Building Principals		
	Benchmark Reports:	Each building will facilitate extended class time in math for groups and subgroups. For example, math labs, conceptual math courses, RTI: math courses, small group instruction, and planning. ISAT math courses. Title I monitoring.	9/1/15	✓ Reported to the Board September 23, 2015
		Each building will facilitate intensive ELA instruction as a result of continuous monitoring and RTI efforts		✓ Reported to the Board September 23, 2015
		<p>Reviewing strategies with building principals. What is working at each building.</p> <ul style="list-style-type: none"> ▪ SSHA reviewing midterm grades, monitoring F's and D's, evaluating need for RTI. Identifying number of students on cusp of special ed qualifying. Looking at adding aide. ▪ TMS using small group instruction, FLEX to complete all assignments. Reviewing the possibility of adding RTI to 7th/8th level. ▪ Thirkill: Monitoring data is reviewed at weekly grade level meetings. Interventions are discussed if students aren't responding to the current intervention. Each quarter STAR math and reading data is reviewed. Students are placed according to their instructional level. 		✓ Reported to Board December 16, 2015

		SSHS adds 2 hours of RTI Reviewing Star Assessments for District-wide use SSHS adds 2 hours of remediation efforts		✓ Reported to the Board February 22, 2016
		High School reviewing Star assessment with other high schools.		✓ Reported to the Board May 18, 2016
OBJECTIVE 4	Students and staff will participate in character education/ shared leadership instruction.			
	Accountability:	All		
	Benchmark Reports:	Teachers and students will receive training on the Leader in Me program grades K-8 and Life Leadership at the 9-12 level.	9/1915	✓ Reported to the Board September 23, 2015
		Implementation updates September through December. <ul style="list-style-type: none"> ▪ SSHS working with staff on formulating proper character education instruction. Reviewing Covey, possibly through student council. Conducting book study of Covey's Teen book. ▪ TMS participated in training last spring. Implementing through Light House Teams. ▪ Thirkill continuing training 		✓ Reported to Board December 16, 2015
		Students will participate in anti-drug and anti-pornography instruction.	11/16/15 12/14/15	✓ Reported to Board December 16, 2015
		SSHS Students participate in winter food drives, bikes, TMS food and coat drives		✓ Reported to Board December 16, 2015

		<p>Implementation January through May:</p> <ul style="list-style-type: none"> ✓ Thirkill concluded with Leadership Day, ✓ TMS teachers participated in Thirkill's Leadership day, ✓ SSHS school wide service day, Visit to Carry High School for Leader in Me, Senior class book study of 7-Habits 		<p>✓ Reported to the Board May 18, 2016</p>
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Staff and Human Resources

Goal(s):	PROFESSIONAL DEVELOPMENT WILL BE PROVIDED TO ALL INSTRUCTIONAL STAFF ON COMMON CORE STANDARDS, SUBJECT MATTER KNOWLEDGE, AND MEETING INDIVIDUAL STUDENT DEVELOPMENTAL NEEDS. MEETING THESE NEEDS WILL BE AN INTEGRAL PART OF AN OVERALL PROFESSIONAL DEVELOPMENT PLAN.		
OBJECTIVE 1	The Professional Development Plan will be updated annually, driven by the Needs Assessment Survey, identified achievement needs, and Common Core Instruction.		
	Accountability:	Professional Development Director.	
	Benchmark Reports:	The needs assessment has been distributed, current professional development needs to address achievement are being reviewed.	✓ Reported to Board September 23, 2015
Professional Development funding is being reviewed. Building level funds are established to address Core needs. District level funds are being made available through mini-grants		✓ Reported to Board September 23, 2015	
	Teacher will participate in Communication professional development	10/1/15	✓ Reported to the Board October 28, 2015
	Administrations participate in Danielson electronic teacher evaluation training. Software purchased. Begin use.	11/1/2015	✓ Reported to December 16, 2015
	Professional Development Year End Report Principals PD report on staff and self		✓ Reported to Board June 1, 2016

OBJECTIVE 2	Teachers/Paras will continue to receive professional development in implementing the Common Core Standards. This training will be coordinated throughout the District to ensure literacy across subject areas, grade levels, as well as to provide the necessary scaffolding between grade levels and subjects.			
	Accountability:	All		
	Benchmark Reports::	Using the Needs Assessment data and the identified target areas, locate professional development opportunities to meet specific needs.		✓ Reported to Board October 28, 2015
		MilePosts student learning management system refresher course overview	10/1/2015	✓ Reported to Board October 28, 2015
		Teachers will continue to collaborate with ISU Math Center personnel.		✓ Reported to Board May 18, 2016
		SBAC Question practice.		✓ Reported to Board May 18, 2016
		Individual and group professional development continues. Highlights include: <ul style="list-style-type: none"> ▪ SSHS: Canvas, Core ELA, Math SBAC, Technology IPad Pilot ▪ TMS: Leader in Me, PLC, Family Involvement Tool, Leadership Day, Math through ISU Center ▪ Thirkill: Teachers have access to Renaissance U for any time learning. This will help us use the data from STAR math and reading more effectively. PLC leaders are sharing information from Renaissance U during grade level meetings. 		✓ Reported to Board December 16, 2015
		Individual and group professional development continues. Highlights include: <ul style="list-style-type: none"> ▪ SSHS: Covey, ▪ TMS: Covey, PLC's, ▪ Thirkill: Thinking Maps 	5/2016	✓ Reported to Board May 18, 2016

		IETA: Technology State level training. Techs, admins and teachers	2/2016	✓ Reported to Board February, 2016
OBJECTIVE 3	Faculty and staff will participate in a variety of professional development opportunities which foster a SAFE AND SECURE learning environment.			
	Accountability	All		
	Benchmark Reports	Staff will participate in policy review via the Safeschools system. Principals will spend faculty meeting time reviewing new policy.	10/1/15	✓ Reported to Board October 28, 2015
		Safeschool Modules will be determined and assigned.	10/1/15	✓ Reported to Board October 28, 2015
		Prevention Conference: Grant \$ for 4, 6 attended. Addresses bullying, youth suicide, etc.	4/2016	✓ Reported to Board May 18, 2016
		StormReady Safety Program. Principals trained. District Certification pending		✓ Reported to Board May 18, 2016
OBJECTIVE 4	The Leadership Premiums Plan will be written by the leadership team with input from appropriate stake holders. The Plan will be approved by the Board with monetary amounts established. Approved positions will be filled by appointment or application			
	Accountability	Board of Trustees		
	Benchmark Reports	Board approves positions and titles for Plan	9/23/15	✓ Reported to Board September 23, 2015
		Board approves staff for leadership premium positions.	10/28/15	✓ Reported to Board October 28, 2015
		Principals monitor building positions, discuss expectations.		✓ Reported to Board October 28, 2015

		<p>Leadership premiums positions focus on achievement. Each building reports the following progress:</p> <p>SSHS: PLC Teams meet monthly to review data. Guidance provided by principal.</p> <p>TMS: Lighthouse and PLC Leaders meet weekly to review data with teams. Guidance provided by principal. (Also attended PLC training, and leadership “Leader in Me” training)</p> <p>Thirkill: Lighthouse and PLC Leaders meet monthly to review data with teams. Guidance provided by principal.</p> <p>Mentors log hours and activities. Meet informally and during lunch hours. Working well together.</p>		<p>✓ Reported to Board December 16, 2015</p>
		Final evaluation of Leadership Premium recipients, evaluate need for next year		Reported to Board June 1, 2016
OBJECTIVE 5	District leadership will participate in ongoing professional development.			
	Accountability:	Superintendent		
		Board of Trustees will attend regional and state training as well as participate in targeted training from ISBA. Books “The Life Changing Magic of Tydying Up.” “The Smartest Kids in the World”, “The Matheny Manifesto”,	9/30/15 Regional 11/11-13/15 State	<p>✓ Reported to Board October 28, 2015</p>

Benchmark Reports:	Leadership team establishes target professional development in the areas of Time Management and Communication. Book study "Stop Complainers and Energy Drainers" and "The No Complaining Rule"	9/2015	✓ Reported to Board September 23, 2015
	Training with the new Bullying Reporting Management system.	9/22/15	✓ Reported to Board September 23, 2015
	Testing Bullying Reporting System. (Media Roll out: Launch)	9/22/15 – 10/15/15	✓ Reported to Board October 28, 2015
	Principals continue with Project Leadership.	10/1/15	✓ Reported to Board October 28, 2015
	Arrange weekly webinars: EDIFY Assessments, MAPs testing, Star Dashboard Training, IDAHO PORTAL	9/29/15	✓ Reported to Board October 28, 2015
	Continual threat assessment and safety training. Threat assessment follow-up at all buildings. Discussing information at admin meetings		✓ Reported to Board December 16, 2015
	Working with local law enforcement to create 3-5 hours of SRO availability. Reviewing policy.		✓ Reported to Board December 16, 2015
	Evaluating cell phone alert system, as per request of chief of police, with administration and staff.		✓ Reported to Board December 16, 2015
	Administrators attend Law Conference for Principals, Project leadership		✓ Reported to Board December 16, 2015
	Principals participating in Active Shooter Module, Overview of Active Shooter software under review.		✓ Reported to Board December 16, 2015
	Superintendent on ISTVA Statewide safety focus group. Threat Assessments, EOP etc.	12/10/2105	✓ Reported to Board December 16, 2015

		Superintendent participating Southeast Idaho Workforce Development Collaborative Team	✓ Reported to Board December 16, 2015
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Facility Planning and Maintenance

Goal(s):	Based on community and architectural input, the district will complete the planning process relative to			
OBJECTIVE 1	Work with architectural firm (GPC) to continue gathering patron and staff input regarding possible building projects			
	Accountability:	Board of Trustees, Maintenance, Facility Committee		
		Superintendent and Maintenance Director meet with GPC to schedule visits with each building's students and staff.	9/22/2015	✓ Reported to Board September 23, 2015
	Benchmark Reports:	GPC meets with staff and students to gather information regarding building options and necessary space issues. Meet with the board And District Office for short overview of experience	10/5-7/2015	✓ Reported to Board October 28, 2015
		GPC provides staff and student input report at regularly scheduled board meeting.	10/28/2015	✓ Reported to Board October 28, 2015
		GPC collects community data. Presents to Board staff, student, and community data at regular board meeting. Solicits public input.	11/18/15	✓ Reported to Board December 16, 2015
		Board meets with Rotary, Lion's, and Chamber.		✓ Reported to Board December 16, 2015
		GPC presents at public input meeting.	12/2/15	✓ Reported to Board December 16, 2015
		Board schedules additional work meeting in January.. Meeting scheduled for February 3. Patron input. Board continues to work on building and bonding issues.		✓ Reported to Board February 22, 2016
		Input survey reviewed in April. Discussions continue.		✓ Reported to Board May 18, 2016
OBJECTIVE 2	Review Facility Safety Annual Inspections with all staff. Make recommended repairs and adjustments as outlined in reports.			

	Accountability:	All		
	Benchmark Reports::	Review last March's safety inspections, finalize all recommendations.		✓ Reported to Board September 23, 2015
		Safety Inspection Visit	Spring	✓ Reported to Board February 22, 2016
		Principals meet with custodians to discuss any safety issues especially those involving summer maintenance. AGENDA	Spring	✓ Reported to Board May 18, 2016
OBJECTIVE 3	Maintain Current Facility Maintenance Plan.			
	Accountability:	Superintendent, Business Manager, Maintenance Director, Building Principals, Board of Trustees		
	Benchmark Reports:	Maintaining current Maintenance Plan while exploring facility needs and options.		✓ Reported to Board September 23, 2015
		Finalizing Summer projects. Finishing TMS playground project. Ordering final playground pieces.		✓ Reported to Board September 23, 2015
		Building inspection February. Prioritize current building needs.		✓ Reported to Board February 22, 2016

Links for Up-To- Date Assessment Data

[ACCOUNTABILITY REPORT CARD](#)

[IRI Public Report](#)

[IDAHO TRENDS GO ON, READING, MATH](#)

[STAR RATINGS, ISAT, GRAD RATES,](#)

[2015 NAEP IDAHO REPORT](#)

[Idaho NAEP Stoneberg Report](#)

[ISAT SCHOOL DAY REPORT](#)

Other Links

[IDAHO SCHOOL SAFETY THREAT ASSESSMENT 2014](#)