

Jefferson County School District #251 Strategic Plan 2015-2016

MISSION

The mission of Jefferson County School District #251 is to provide each student with the highest quality education possible.

VISION

We are a community focused on student learning in order to build character, foster informed and productive citizenship, and prepare all youth for college and career success.

VALUES/COMMITMENTS

We will **BE** role models for all students by making and keeping the following commitments:

- We commit to maintaining quality teaching and learning.
- We commit to maintaining a safe and secure environment.
- We commit to making a difference and demonstrating confidence in the ability of all individuals to succeed.
- We commit to maintaining respectful positive communication.
- We commit to having integrity.
- We commit to being accountable.

We assert that all stakeholders, including students, teachers, parents, administrators, and support staff need to keep specific commitments if we are to be successful.

Goals

1. Implementation of the Idaho Core Standards in English Language Arts to increase student achievement in literacy.
2. Implementation of the Idaho Core Standards in Mathematics to increase student achievement in numeracy.
3. The support of certificated and classified staff through differentiated professional development opportunities.
4. The engagement of students, staff, parents and the community in support of college and career readiness.

Our Students 2015-2016

Jefferson County School District #251 serves approximately 5400 students in nine schools.

87% of our students are White

09% of our students are Hispanic

50% of our students are elementary age (K-5th grade)

50% of our students are secondary age (6th-12th grade)

43% of our students are eligible for free or reduced lunch

Graduation rate data for 2015 will be inserted once we have received the information.

Our Teachers 2015-2016

94% of our teachers are Highly Qualified

77% of our teachers hold a Bachelor's degree

23% of our teachers hold an Advanced degree

6% of our teachers are on alternative routes to certification

Our ISAT Performance – 2014-2015 Data

Preliminary Test Results 2015

English Language Arts		Math
Grade 3		Grade 3
State Actual: 48 percent	State Actual:	50 percent
District 251: 51 percent	District 251:	53 percent
Grade 4		Grade 4
State Actual: 46 percent	State Actual:	43 percent
District 251: 44 percent	District 251:	41 percent
Grade 5		Grade 5
State Actual: 52 percent	State Actual:	38 percent
District 251: 52 percent	District 251:	38 percent
Grade 6		Grade 6
State Actual: 49 percent	State Actual:	36 percent
District 251: 37 percent	District 251:	33 percent
Grade 7		Grade 7
State Actual: 51 percent	State Actual:	38 percent
District 251: 35 percent	District 251:	42 percent
Grade 8		Grade 8
State Actual: 52 percent	State Actual:	37 percent
District 251: 37 percent	District 251:	43 percent
Grade 10		Grade 10
State Actual: 60 percent	State Actual:	30 percent
District 251: 59 percent	District 251:	24 percent

District Targeted Areas for Improvement

Our District is currently in need of improvement in the following areas:

- English Language Arts, Math – Hispanic Students, IDEA Students all grades
- English Language Arts – Grades 6, 7, 8
- Math – Grades 6, 10
- English Language Arts, Math- Students in alternative education

SMART Goal #1: English Language Arts

Teachers will use the Idaho Core Standards in English Language Arts to increase student proficiency in literacy by 5% as measured by the fall to spring STAR Reading assessment and/or the IRI.

TARGETS AND KEY INDICATORS:

- Classroom, school level and district level target is an overall 40 SGP on the Star assessments.
- Teachers in grades K-8 will use the RTI model to identify student needs (both remediation and extensions) to ensure that all students are making growth in literacy skills (reading, writing, listening and speaking).
- For students in grades K-3 who do not perform well on the Idaho Reading Indicator (IRI), schools will provide additional targeted interventions, developed through the review of student data, before or after school.
- For students in grades 6-8 who are not performing well in Literacy classes, targeted school assistance will be provided.

SUPPORT:

- The Jefferson County School District has invested in the Star Enterprise Reading Assessments to provide teachers with data at least three times a year that can be used to track a student's progress and allow teachers to adjust instruction as necessary to meet a student's individual needs.
- The Jefferson County School District has structured the school calendar to include an early release on Wednesday afternoons to provide teachers with dedicated time to improve student achievement by working in Professional Learning Communities (PLC's).
- The Jefferson County School District will provide teachers in grades K-12 with professional development opportunities in literacy content and instructional strategies to ensure that teachers have the tools to continue improving students' literacy skills and academic vocabulary.
- The Jefferson County School District will ensure that teachers are meeting the needs of all students, specifically those who have limited English proficiency, by providing the opportunity for ongoing professional development in English language development and on the WIDA standards.
- The Jefferson County School District will provide assistance through Instructional Coaches to teachers or groups of teachers as needed.
- The Jefferson County School District will work with the secondary English Language Arts teachers and principals to create both a complete/comprehensive ELA curriculum and professional development plan to ensure that teachers are using effective instructional practices.
- IDEA students will have access to the Core curriculum.

SMART Goal #2: Mathematics

Teachers will use the Idaho Core Standards in Mathematics to increase student proficiency in numeracy by 5% as measured by the fall to spring STAR Math assessment.

TARGETS AND KEY INDICATORS:

- Classroom, school level and district level target is an overall 40 SGP on the Star assessments.
- Teachers in grades K-8 will use the RTI model to identify student needs (both remediation and extensions) to ensure that all students are making growth in numeracy skills (the ability to confidently and effectively use mathematics to meet the everyday demands of life).
- Teachers in grades K-5 will use the EnVision Math curriculum to help students develop a deep, rich understanding of mathematics, as well as critical problem solving skills.
- For students in grades 6-11 who are not performing well in mathematics classes, targeted school assistance will be provided.

SUPPORT:

- The Jefferson County School District has invested in the Star Enterprise Mathematics Assessments to provide teachers with data at least three times a year that can be used to track a student's progress and allow teachers to adjust instruction as necessary to meet a student's individual needs.
- The Jefferson County School District has structured the school calendar to include an early release on Wednesday afternoons to provide teachers with dedicated time to improve student achievement by working in Professional Learning Communities (PLC's).
- The Jefferson County School District will provide teachers in grades K-12 with professional development opportunities in mathematics content and instructional strategies to ensure that teachers have the tools to continue improving students' numeracy skills and academic language.
- The Jefferson County School District will ensure that teachers are meeting the needs of all students, specifically those who have limited English proficiency, by providing the opportunity for ongoing professional development in English language development and the WIDA standards.
- The Jefferson County School District will provide assistance through Instructional Coaches to teachers or groups of teachers as needed.
- Teachers in grades K-12 will use Discovery Ed or similar resources to integrate technology/media into new and/or existing lessons.
- Teachers in grades K-12 will use smart board technology and iPads or similar resources to integrate technology/media into new and/or existing lessons.
- IDEA students will have access to the Core curriculum.

SMART Goal #3: Professional Development

The District Office will support certificated and classified staff through differentiated professional development opportunities as measured by an increase in professional development opportunities previously offered.

TARGETS AND KEY INDICATORS:

- Classroom, school level and district level target is an overall 40 SGP on the Star assessments.
- The District Instructional Coaches will develop specific training modules related to implementing the Idaho Core Standards and incorporating digital media and technology into general education curricula.
- The District Instructional Coaches will develop specific training associated with assessment literacy and digital integration of assessment tools found in the SBAC resources.
- The District Instructional Coaches will develop specific training for teachers and principals outlining the district's process and system for Response to Intervention.
- Principals will collaboratively develop an annual School Level Professional Development Plan with their staff that outlines activities and workshops for the school year.

SUPPORT:

- The Jefferson County School District will provide assistance through Instructional Coaches and Consulting Teachers to work with teachers and principals.
- Teachers and principals will be able to request support directly from the district coaches, consulting teachers or building level experts to help them in their implementation of the Idaho Core Standards, assessments, digital integration or Response to Intervention.
- The Jefferson County School District will provide a comprehensive paraprofessional competency training program to support instructional paraprofessionals as they work in interventions and classrooms.

SMART Goal #4: College and Career Readiness

The mean SAT scores for reading, math and writing of 11th grade students who take the SAT will increase by 2% from the previous year.

TARGETS AND KEY INDICATORS:

- Classroom, school level and district level target is an overall 40 SGP on the Star assessments.
- Provide students with opportunities to develop the skills they need to become lifelong learners, problem solvers, and productive citizens through Positive Behavior Instructional Supports (PBIS).
- Provide students with opportunities to learn in new ways such as technology integration into classroom lessons.
- Provide students with the ability to take advantage of advanced opportunities such as advance placement classes and/or dual enrollment courses at the collegiate level.
- Provide students with the ability to take classes that provide them with practical experience, as well as the ability to earn college credit, industry certifications or career training through Professional Technical Programs.
- Provide students with an opportunity for a culminating experience, such as the Senior Project, which challenges them to plan for the future by applying comprehensive skills such as content knowledge, time management, organization, communication, collaboration, self-discipline, etc.

SUPPORT:

- The Jefferson County School District will provide assessment training for teachers in K-12 as part of an effort to better track how and what students are learning.
- The Jefferson County School District has invested in the Star Enterprise Assessments to provide teachers with data at least three times a year that can be used to track a student's progress and allow teachers to adjust instruction as necessary to meet a student's individual needs.
- The PSAT and SAT are available to gauge our students' academic college and career readiness and adjust curriculum and instruction as necessary to ensure students continue to be successful.
- The Jefferson County School District will continue to provide advance placement classes, dual enrollment classes, and Professional Technical Programs to high school students.

Progress Toward Previous Years Goals

GOAL ONE:

Teachers will use the Idaho Core Standards in English Language Arts to improve student achievement in literacy by 5% as measured by the STAR Reading assessment, IRI and end of course assessments.

PROGRESS: Student achievement in English Language Arts improved by 10% as measured by the STAR assessment.

GOAL TWO:

Teachers will use the Idaho Core Standards in Mathematics to improve student achievement in numeracy by 5% as measured by the STAR Math assessment and end of course assessments.

PROGRESS: Student achievement in Mathematics improved by 7% as measured by the STAR assessment.

GOAL THREE:

Teachers will support student learning through the increased use of technology integration in the classroom by 25% as measured by lesson plan submissions, surveys and both formal/informal walkthroughs.

PROGRESS: Teachers in K-5 have Notebook files in Houghton Mifflin and enVisionMATH that they use daily in their ELA and Math classes. One elementary school in our district has Safari Montage and they use that instead of Discovery. Teachers also have YouTube for a resource. When they find something they want to use, they email the technology coordinator and ask him to unblock it for them.

RHS teachers received training on the use of YouTube videos and content specific videos to add additional text types into lesson plans.

K-5 Houghton Mifflin and EnVision Math: Smart Notebook interactive files were created for all the elementary teachers to use in their classroom along with online interactive resources provided by the vendors and third party sites.

Teachers used these resources to help students with direct instruction, collaborative group work, and hands-on activities.

New Teacher training included introduced to PD360, Splashtop, Reflector, Smart Notebook, Text to Speech, and iPad setup and training.

GOAL FOUR:

The District Office will support certificated and classified staff through differentiated professional development opportunities as measured by an increase in professional development opportunities previously offered.

PROGRESS: CPS Training for an elementary school who wanted to use assessment to guide teaching and learning to meet the Idaho Core Standards.

Distributed CCSS cards to new elementary teachers and demonstrated a strategy for creating lesson plans to meet the Idaho Core, with an emphasis on skills rather than the traditional page by page approach using the teacher manual.

RMS and selected teachers from each elementary school participated in PD 360 and YouTube for the integrated technology in the trainings this year. The PD 360 training took place in the fall. Teachers were provided a credit if they continue to do the PD 360. We modeled the use of YouTube videos in our training. We use the ClipGrab program save the video and embed it in our training.

RHS Training on the practice ISAT/SBAC test with an emphasis on question structure used in the classroom to mirror the types of questions on the state test.

The RHS Technology and PD Leadership teachers worked closely with the instructional coaches to provide technology curriculum infusion opportunities through monthly faculty meetings, individual trainings, one on one and PLC meetings. A spread sheet was created listing teacher requests and each teacher was visited personally by the instructional coach or the technology leadership teacher for follow up.

The district was introduced to Think Through Math and the instructional coaches followed up with implementation at schools throughout the district who wanted to utilize the program. This program is directly aligned to CCSS. Training was provided for schools who wanted it.

Phonics Core training was provided for the Title 1 teachers to assist them diagnosing student literacy. Teachers used the data to direct teaching and classroom learning.

AIMS web training was provided for Special Education and Title 1 teachers in order for teachers to collect reliable data that drives teaching and learning.

PD360 has modules on assessment literacy. Credit was made available for teachers to complete a series of videos and provide reflection/implementation evidence to support the learning.

RTI Training was provided by the Instructional Coaches to three elementary schools and the middle school. Coaches attended school RTI meetings by invitation.

Coaches responded to individual teacher requests at RHS and JHS for assistance with RTI strategies in the classroom. (SpEd, English, Literacy Skills, STAR, WIDA, ISAT/SBAC Spring Test Prep, ExamView, and more.)

PD360 has modules on RTI. Credit was made available for teachers to complete a series of videos and provide reflection/implementation evidence to support the learning.

The district was introduced to Think Through Math and the instructional coaches followed up with implementation at schools throughout the district who wanted to utilize the program. Training was provided for schools who wanted it and this program directly addresses RTI by providing teachers with data showing student growth and areas that need attention.

State District Leadership stipends allowed a district wide approach to use building level experts to provide the support and training specific to each school. The Instructional Coaches supported the building level experts in implementation as needed in the areas listed below.

- Technology
- School Webpage
- ELA Textbook Adoption
- Curriculum Development and Alignment
- Professional Development

PD and Technology Leadership building level experts provided training for each school with the support of the district instructional coaches.

GOAL FIVE:

The percentage of 11th grade students scoring a composite score of 980 on the SAT will increase by 5%.

PROGRESS: SAT growth of 2.5% overall.

This plan was developed through input from Administrators, Board Members, Teachers, Support Staff, Parents and Students.