

Hot Springs County School District #1

Goal 1: To refine the existing system of continuous improvement to ensure that learning and teaching is advancing

Indicator 1: Increased student achievement in all academic areas and all grade levels with an emphasis in mathematics

Action Steps <i>What will be done?</i>	Responsible Parties <i>Who will do it?</i>	Timeline <i>By when?</i> <i>(Day/Month/Year)</i>	Resources <i>A. Resources available</i> <i>B. Resources needed</i> <i>(financial, human)</i>	Potential Barriers <i>A. What individuals or organizations might resist?</i> <i>B. How?</i>	Communications Plan <i>Who is involved?</i> <i>How will we communicate?</i> <i>How often?</i>
1. Create a system of timely data compilation and train staff to utilize the data	Supt/Admin Instructional Facilitators	October-11	GoogleDocs; London Jenks; Breez Daniels	Staff resistance Ample training opportunities	collaboration time admin meetings
2. Build assessment itinerary at building level to include: ▶ date test conducted ▶ results expected ▶ shared w/staff ▶ shared w/student ▶ shared w/parents ▶ SMART goal aligned w/district goals	Principals/Directors	November 10, 2011 subsequent years - 9/15	Assessment Dates Assessment Results	State testing dates unavailable (WDE)	Admin meeting presentation Faculty meetings Student meetings Parent conferences Seminar Study tables Admin web pages

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3. Facilitate Data - discussions during collaboration <u>Math</u> - ●common assessments ●PAWS ●ACT ●MAPS <u>LA</u> ●PAWS ●DWA ●Read180 ●common assessments (w/CLI timeline) <u>Science</u> ●PAWS	Principals Instructional Facilitators	Monthly meeting (by grade/subject level group - k, 1, 2, 3, 4, 5, 6, 7/8, LA, MA, SS, SC)	GoogleDocs PAWS results ACT results	Time to meet w/groups	Admin boot camp Admin meetings Collaboration notebooks SMART goal presentations at admin meetings
4. Guaranteed/ Viable review of courses (math)	Superintendent Admin Staff	May-12	Course completion from staff		Staff meetings Collaboration time Admin presentations @ admin meetings C&I documents from curriculum writing - CLI/ Stacey

Evidence of Success: Increased student achievement as determined by PAWS

Evaluation Process: Assessment of growth with PAWS scores in relationship to state overall performance

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Indicator 2: The readiness of graduates for successful post secondary study will be researched.

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1. Compile longitudinal ACT college readiness data	HS Principal HS Guidance Counselor	10/20/2011	ACT data		Board presentation Posted on website Letter home to parents Staff meeting SMART goals collaboration School Improvement plan
2. Begin baseline compilation of UW data	HS Principal HS Guidance Counselor	Spring 2012	UW data	Changes in acceptance criteria @ UW	Admin meeting Staff meeting Website Board report Letter to Parents

Evidence of Success: Growing percent of college ready graduates as determined by ACT percent of college readiness on WDE ACT Report

Evaluation Process: Data comparison to previous school years

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Indicator 3: Strategies will be determined to improve the graduation rate from 93% to 100%.

Action Steps <i>What will be done?</i>	Responsible Parties <i>Who will do it?</i>	Timeline <i>By when?</i> <i>(Day/Month/Year)</i>	Resources <i>A. Resources available</i> <i>B. Resources needed</i> <i>(financial, human)</i>	Potential Barriers <i>A. What individuals or organizations might resist?</i> <i>B. How?</i>	Communications Plan <i>Who is involved?</i> <i>How will we communicate?</i> <i>How often?</i>
1. District will conduct action research project on last 4 years of students failing to graduate	HS Principal HS Guidance Counselor HS Secretary	5/1/2012	Student Data	Incomplete data when students withdraw	Admin meeting Principal column Principal board report
2. Intervention strategies will be developed based on baseline data	Admin team Collaborative groups AdvancEd Leadership	September-12	Research	Incomplete data	Admin meetings Staff meetings

Evidence of Success: The district will have created baseline data on students that did not graduate and intervention strategies will be implemented based on results.

Evaluation Process: Strategies implemented will result in increased graduation rates

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Indicator 4: Strategies will be developed to improve the average ACT score from 20.3 to 21.5

Action Steps <i>What will be done?</i>	Responsible Parties <i>Who will do it?</i>	Timeline <i>By when?</i> <i>(Day/Month/Year)</i>	Resources <i>A. Resources available</i> <i>B. Resources needed</i> <i>(financial, human)</i>	Potential Barriers <i>A. What individuals or organizations might resist?</i> <i>B. How?</i>	Communications Plan <i>Who is involved?</i> <i>How will we communicate?</i> <i>How often?</i>
1. Align curriculum to ACT level of rigor	Curriculum Director Principals Superintendent	In accordance w/ CLI timeline	ACT Core	Time in collaboration	<u>Principals -</u> ●Staff meetings ●Set collaboration <u>Curriculum Director -</u> ●CCC during curriculum review
2. Compile & collaborate ACT college readiness vs State of Wyoming averages ●Develop SMART Goals annually	HS Principal TMS Principal Staff	December 1, 2011	ACT Data Collaboration Time	Time in collaboration	Collaborative meetings Staff meetings Add SMART goals to admin web pages Site Council Parent letter in regard to goals Principal news column Board report Board data review

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3. Compile longitudinal data matrix to track progress of students ●Explore (9th grade) ●PLAN (10th grade) ●ACT prep pre-test (11th grade) ●ACT prep post-test (11th grade) ●ACT average (graduates 12th grade)	HS Principal Core content collaborative groups	May-12	ACT data	Time in schedule	Collaborative meetings Staff meetings Parent conferences Back to school 9th grade orientation Site council Board data review
4. The district will develop SMART goals by cohort group	HS principal HS staff	September-12		Buy in	Staff meetings Collaboration time

Evidence of Success: ACT scores will improve to a minimum of 21.5.

Evaluation Process: ACT scores for the district will arrive from WDE in August 2012

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Goal 2: To Improve internal and external communication to ensure that the staff and community have greater understanding of the work of the district

Indicator 1: Initiatives will be developed to recognize and celebrate academic successes of students

Action Steps <i>What will be done?</i>	Responsible Parties <i>Who will do it?</i>	Timeline <i>By when?</i> <i>(Day/Month/Year)</i>	Resources <i>A. Resources available</i> <i>B. Resources needed</i> <i>(financial, human)</i>	Potential Barriers <i>A. What individuals or organizations might resist?</i> <i>B. How?</i>	Communications Plan <i>Who is involved?</i> <i>How will we communicate?</i> <i>How often?</i>
1. Monthly celebration written protocols will be developed in each building to reward academic excellence <ul style="list-style-type: none"> ● formalized ● timely ● academic based 	Building Principals	November 15, 2011	Recognition materials Incentives Funding	Staff buy-in Fidelity	Staff meeting Collaborative groups newspaper articles Channel 27 Parent conferences Meet the teacher night Present plan at academic team meeting

Evidence of Success: Established written plan to systematically recognize academic success of students.

Evaluation Process: Monthly staff recognition will take place district wide

Hot Springs County School District #1

Goal 2: To Improve internal and external communication to ensure that the staff and community have greater understanding of the work of the district

Indicator 2: Initiatives will be developed to recognize and celebrate instructional excellence

Action Steps <i>What will be done?</i>	Responsible Parties <i>Who will do it?</i>	Timeline <i>By when?</i> <i>(Day/Month/Year)</i>	Resources <i>A. Resources available</i> <i>B. Resources needed</i> <i>(financial, human)</i>	Potential Barriers <i>A. What individuals or organizations might resist?</i> <i>B. How?</i>	Communications Plan <i>Who is involved?</i> <i>How will we communicate?</i> <i>How often?</i>
1. Monthly celebration written protocols will be developed in each building to reward instructional excellence <ul style="list-style-type: none"> ● formalized ● timely ● academic based 	Superintendent Curriculum Director Building Principals	December 15, 2011		Professional jealousy	Staff meeting Website News articles Present plan
2. Monthly recognition of support staff outside certified staff	Superintendent Academic team	October 1, 2011	Awards	Lack of nominations	Board meeting Newspaper Website Supt district-wide e-mail

Evidence of Success: Established written plan to systematically recognize instruction and support staff excellence

Evaluation Process: Monthly staff recognition will take place district wide

Hot Springs County School District #1

Goal 2: To Improve internal and external communication to ensure that the staff and community have greater understanding of the work of the district

Indicator 3: Strategies will be developed to enhance communication by focusing on messages that highlight district accomplishments and provide timely and relevant information regarding district initiatives and changes. This might include, but not be limited to, newsletters, number of website visits, newspaper editorials and opinion letters, internal staff memos, site councils, and pre-board meetings.

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1. Formalize Back to School, Meet the Teacher, Orientations to inform parents on specifics in their child's learning	Superintendent Principals Certified Staff	September 2011 revisit/revise August 2012	Brochures Syllabi Staff training	Fidelity	Parent letter AlertNow Marquee Staff meeting Facilitator video Site councils
2. Improved website Features updated: <ul style="list-style-type: none"> ● Teacher bio ● What parents can expect their child to learn ● Admin bio ● Student handbook ● Supt. welcome ● PLC Common Definition ● District Goals 	Superintendent Instructional Facilitators Tech Dept Staff Principals	November 1, 2011	Time Facilitator	Time	Newsletter to parents AlertNow Board meeting review December

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3. Build calendar to include 2 parent conferences district wide Communication plan for secondary students that are struggling	Principals Superintendent Calendar committee	Spring 2012	Calendar committee	Calendar changes	Website Site council Parent letter AlertNow Supt presentations to service organizations
4. Highlighted district programs will present @ state level ● WSBA - early childhood ● School improvement - DELT	Superintendent Principals Staff	Spring 2012	Funding for ● travel ● substitutes ● planning	Available preparation time	Admin meetings Operations team meetings Newspaper Board meetings Webpage Site council

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5. Highlighted programs will present at national level <ul style="list-style-type: none"> ● DELT ● Early Childhood 	Superintendent Principals Staff	Spring 2013	Funding for <ul style="list-style-type: none"> ● travel ● substitutes ● planning 	Available preparation time	Admin meetings Operations team meetings Newspaper Board meetings Webpage Site council
6. K-12 writing program will present at state and national level	Superintendent Principals Heidi Hunt Kara Hulse Lynda Wyss Beth Breining Eric Kay	Spring 2014	Funding for <ul style="list-style-type: none"> ● travel ● substitutes ● planning 	Available preparation time Acceptance of proposal pending writing scores above 90% in all grade levels	Admin meetings Operations team meetings Newspaper Board meetings Webpage Site council
7. Formalized plan for parent reporting at parent conference (what is shared?)	Administrative team	Spring 2012	Staff training	Fidelity Change	Admin presentations CCC Newspaper articles Site council Webpage

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8. The district will complete a revision of the mission & vision statements for the district	Superintendent Administrative team Board Stakeholders	September 1, 2012	PLC Common Definition Stakeholder input Climate & school improvement survey Committee Leadership team Facilitator	Consensus Change Time	Board meeting Site council Admin meetings Committee meetings Stakeholder letters/ invites Supt presentations to service organizations Website Parent participation feedback

Evidence of Success: Completed revision of the mission and vision statements for the district.
 Highlighted district programs represented on state and national level.

Evaluation Process: Community/parent survey results reflect successful communication of the work of the district.

Hot Springs County School District #1

Goal 2: To Improve internal and external communication to ensure that the staff and community have greater understanding of the work of the district

Indicator 4: The strategic plan will be modified to represent 2011-12 goals

Action Steps <i>What will be done?</i>	Responsible Parties <i>Who will do it?</i>	Timeline <i>By when?</i> <i>(Day/Month/Year)</i>	Resources <i>A. Resources available</i> <i>B. Resources needed</i> <i>(financial, human)</i>	Potential Barriers <i>A. What individuals or organizations might resist?</i> <i>B. How?</i>	Communications Plan <i>Who is involved?</i> <i>How will we communicate?</i> <i>How often?</i>
1. The strategic plan will be modified to reflect 11-12 goals.	Superintendent Board	October 20, 2011	District goals District improvement plan	NA	Webpage Board meetings Admin meetings Site council

Evidence of Success: Board Adoption of revisions of the strategic plan as the working document for the district.

Evaluation Process: Strategic plan successfully revised and implemented.

Hot Springs County School District #1

Goal 3: To Recruit, develop and retain high quality staff that have the skills necessary to help ALL students become high achieving

Indicator 1: Plans will be developed that seek to maintain stability of staff through initiatives that connect staff to purpose and provide

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1. Formalize 3 year tiered mentor/mentee program	Superintendent Curriculum Director Mentor	Year 1 - 8/2011 Year 2 - 8/2012 Year 3 - 8/2013	PLC model programs Action research Harry Wong research Collaborative time	Collaborative time Fidelity	New staff orientation Admin meetings Monthly mentor reports
2. New staff survey will be administered fall, winter, spring to provide feedback in regard to needs	Superintendent Curriculum Director Mentor Breez Daniels	Quarter 1 Quarter 2 Quarter 3	GoogleDocs	NA	Mentor meetings Results presented Admin meetings

Evidence of Success: New staff will feel supported and connected to district purpose and have the opportunities to grow professionally.

Evaluation Process: New staff will be surveyed three times throughout the course of the school year

Hot Springs County School District #1

Goal 3: To Recruit, develop and retain high quality staff that have the skills necessary to help ALL students become high achieving

Indicator 2: Maintain a competitive comprehensive compensation package to retain high quality staff

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1. The board will collaborate with superintendent/ business manager to provide best possible compensation package for staff.	Board Superintendent Business Manager	Spring 2012	District Funding	Limited resources Staffing needs	Board negotiation decision Board meeting

Evidence of Success: Maintenance of improvement of status in regard to compensation packages statewide

Evaluation Process: The district will examine compensation plan in comparison with districts statewide to determine movement in ranking.

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Goal 3: To Recruit, develop and retain high quality staff that have the skills necessary to help ALL students become high achieving

Indicator 3: Actively pursue feedback from all staff in regards to climate, support of continuous growth, and support of board goals.

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1. The district will administer a climate survey to 100% of employees	Board Superintendent	December 1, 2011	NSDC survey w/ board/supt additions GoogleDocs	Participation	Supt e-mail/memo Staff meetings Admin meetings
2. The district will administer PLC knowledge survey to certified staff	Superintendent Administrative team	Fall - November 1, 2011 Spring - April 15, 2012	GoogleDocs PLC Questions	Participation	Board meeting Admin meeting Staff meeting
3. The district will administer a PLC knowledge survey to 100% of staff	Superintendent Administrative team Supervisors	Fall 2012 Spring 2013	GoogleDocs PLC Questions	Participation	Board meeting Admin meeting Staff meeting

Evidence of Success: Development and administration of climate survey districtwide.

Development and administration of a PLC knowledge survey (certified 11-12) (all staff 12-13)

Evaluation Process: Analyze feedback from all staff in regard to climate, support of continuous growth and support of district goals.