

CHILLICOTHE HORNETS



Comprehensive School Improvement Plan
2016 - 2020



Chillicothe R-II School District



Vision

Building a **brighter future** for our children and our community.

Mission

Preparing **every student** for a successful future.

Commitments

- Ensuring that students develop into **lifelong, self-directed learners**
- Empowering students to achieve **career success** in a **technologically advanced global community**
- Embedding student participation in **community and service activities**



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Strategic Focus Area: Student Performance

Focus Area Leaders: Jayme Caughron, Melanie Rucker, Susan Finlayson

GOAL 1: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.

OBJECTIVE 1: Student achievement will improve in order for the district to meet or exceed 90% on APR and achieve Distinction in Performance.

STRATEGY 1: Teachers will demonstrate high levels of teaching competence, implementing best practices in curriculum design, instruction, assessment, and in the use of technology to increase student achievement.

ACTION STEPS:	Person(s) Accountable	Funding Source(s)	Start Date	End Date	Indicators of Success
1. The district will provide professional development on demonstrated needs as indicated by data analysis (GLA, EOC, ACT, TSA, IRC, surveys).	Building Administrators, Curriculum Director, Ed Tech Specialist, Director of Special Services	Title II, PDC, Building Budgets	FY 17	Ongoing	
2. Common formative assessments will be implemented/analyzed strategically and instruction will be adjusted based on the results (grades K - 5).	Building Administrators, Curriculum Director, Director of Special Services	\$0		Ongoing	
3. Utilize Study Island for benchmarking biannually in math and ELA (grades 3-8) with data analysis and adjusted instruction to follow accordingly.	Building Administrators, Curriculum Director, Teachers	\$0	FY 17	Contract Expires 12/2018	
4. Investigate an online source for science and social studies benchmarking.	Curriculum Director; Department Heads	\$0	Ongoing	Ongoing	
5. Monitor the implementation of district curriculum with fidelity.	Building Administrators, Curriculum Director, Mentoring Chair	\$0	Ongoing	Ongoing	
6. Continue to provide devices and technology training for all staff to insure seamless implementation and sustained growth.	Superintendent Admins, Ed Tech Specialist, E-Learning Team				
7. Investigate common K-12 digital resources for math and science.	Admins, Curriculum Director;				

	Department Heads				
STRATEGY 2: Educators will design and implement meaningful and relevant programs and experiences that lead to student achievement and success beyond the classroom.					
ACTION STEPS:	Person(s) Accountable	Funding Source(s)	Start Date	End Date	Indicators of Success
1. Promote continued collaboration between CMS, CHS and GRTS to continue/expand use of the STING/advisory program.	Building Admins, GRTS Directors Counselors	\$0	FY 17	Ongoing	
2. Continue to add internships to one GRTS program each year.	GRTS Director, Community Agencies, Sending School Personnel	Building Budget Perkins	Ongoing	Ongoing	Award of 2 points on the APR.
3. Monitor and expand the implementation of PBL.	Building Admins, Curriculum Director	PDC	FY 16	Ongoing	
4. Plan for teachers to be able to participate in site visits to school districts that have high student achievement as measured by APR; externships with local businesses	Building Administrator GRTS Director, Curriculum Director, Ed Tech Specialist, Teachers	PDC, Building Budgets	FY 18	Ongoing	
OBJECTIVE 2: The Chillicothe R-II School District will increase the percentage of students in subgroup/super subgroup areas who score in the advanced/proficient areas in all core areas on state assessments.					
STRATEGY 1: Subgroup/super subgroup achievement in all core areas will increase 2% each year.					
ACTION STEPS:	Person(s) Accountable	Funding Source(s)	Start Date	End Date	Indicators of Success
1. Collaboratively design/implement a K-12 intervention system for struggling learners.	Building Admins, Curriculum Director, Special Services Director, Teachers	PDC, Building Budgets	FY 17	Ongoing	

2. Continue to provide Title I Reading support for K-8.	Title I Coordinator; Title teachers	Title I	Ongoing	Ongoing	
3. Provide targeted instruction in MA & ELA at CMS during STING time.	Teachers; Curriculum Director	\$0	Fall, 2016	Ongoing	
4. Continue to support the co-teaching model and provide teachers with ongoing PD as needed.	Building Administrators Special Services Director	SPED	Ongoing	Ongoing	
5. Continue to utilize Vocational Resource Educator & Career Independence Instructor to assist students with development of and practice in math and CA skills as well as test-taking strategies. VRE & CII participate regularly in staffing meetings with CHS SpED teachers.	GRTS Director, VRE, CII, Special Services Director, SpED Staff	Building Budgets VRE partially funded through Perkins	Ongoing	Ongoing	
OBJECTIVE 3: All Chillicothe R-II graduates will be career or college ready.					
STRATEGY 1: All graduates will complete the requirements for their chosen post-secondary path (2 or 4 year college, military, vocational training or employment).					
ACTION STEPS:	Person(s) Accountable	Funding Source(s)	Start Date	End Date	Indicators of Success
1. The district will assist all students with the development and annual review of a six-year plan (grades 7-12)?	Counselors, Parents, Students	Local			
2. Implement middle school career fairs.	Counselors, VRE, SPED	Local Perkins	2017	Ongoing	
STRATEGY 2: Increase the number of graduates who score at or above the state standard on ACT, ASVAB, COMPASS and/or WORK KEYS.					
ACTION STEPS:	Person(s) Accountable	Funding Source(s)	Start Date	End Date	Indicators of Success
1. Continue to provide ACT Prep.	Building Admin, Counselors	District			
2. Investigate expansion of course offerings for all learners.	Building Admins, Counselors	District			
STRATEGY 3: Continue to meet/exceed the state standard for TSA's/IRC's and students receiving early college credit through approved DC courses.					

ACTION STEPS:	Person(s) Accountable	Funding Source(s)	Start Date	End Date	Indicators of Success
1. GRTS curriculum alignment with TSA/IRC standards.	GRTS staff	Local Perkins			
2. Maintain/expand DC offerings.	CHS/GRTS staff	Local			
STRATEGY 4: The percent of graduates who attend post-secondary education/training or are in the military within six months of graduating meets the state standard or demonstrates required improvement.					
ACTION STEPS:	Person(s) Accountable	Funding Source(s)	Start Date	End Date	Indicators of Success
1. Continue to collaboratively track graduate information for the follow-up study.	GRTS & CHS Counselors	Local	Ongoing	Ongoing	
OBJECTIVE 4: The district will sustain/improve attendance to meet/exceed DESE's 90/90 expectation.					
STRATEGY 1: Clear attendance expectations outlined and communicated with all stakeholders.					
ACTION STEPS:	Person(s) Accountable	Funding Source(s)	Start Date	End Date	Indicators of Success
1. Post attendance expectations on district/building websites; communicate with parents at Open House, PT Conferences, etc.	ALL staff and admins	Local	Ongoing	Ongoing	
2. Incorporate attendance updates into stakeholder notifications.	ALL staff and admins	Local	Ongoing	Ongoing	
STRATEGY 2: Each building will track student attendance and follow up with students who are at/below 90% attendance.					
ACTION STEPS:	Person(s) Accountable	Funding Source(s)	Start Date	End Date	Indicators of Success
1. Communication with parents/guardian when students are absent without verification.	Admins Counselors	Local	Ongoing	Ongoing	
2. Continue to work with SRO and Juvenile Officer	Admins Counselors	Local	Ongoing	Ongoing	

Strategic Focus Area: Highly Qualified Staff

Focus Area Leaders: Mr. Brian Sherrow, Mr. Adam Wolf, Mr. Philip Pohren

GOAL 2: Recruit, attract, develop and retain highly qualified staff to carry out the district mission, goals and objectives.

OBJECTIVE 1: Recruit and retain highly qualified staff, with a competitive pay scale (compared to the area and conference) that supports professional growth.

STRATEGY 1: Develop a competitive benefit schedule for all staff, to be in the top ½ of districts in the MEC Conference.

ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. The Welfare and Benefits Committee will obtain Salary Schedule Information from Conference School according to starting salary and MS +10 years.	Salary and Welfare Committee	Information from MEC schools; No cost	2016	2020	Reports to the BOE on SW Comm; MEC salary data

STRATEGY 2: Provide high quality, relevant, timely, research based professional development for staff.

ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. Provide and require annual evaluations of inservice opportunities to help determine where district funds need to be utilized.	PDC; Admin and Directors	Electronic Evaluations; Tech budget	2016	Ongoing	
2. Provide financial resources for teachers to attend inservice opportunities.	PDC; Admin and Directors	PDC Budget	BOE approved PDC June budget	Ongoing	Annual staff PD survey results

STRATEGY 3: Create and nurture a climate in the district that supports the retention of staff.

ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success

1. Review and revise Mentoring Program to ensure that new teachers have the support needed to be successful in the district.	Mentoring Coordinator	Mentoring budget; PDC budget	Annual BOE approved June PDC budget	Ongoing	Annual review of staff retention rates
2. Provide advancement on the Salary Schedule based on experience in the district and continued education.	SW Comm, BOE, Superintendent	District budget funds	Annual Budget review	Ongoing	
STRATEGY 4: Expand district digital presence through social media to improve district image locally and state-wide.					
ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. Update district website to make it more user-friendly and utilize social media to promote Chillicothe R-II Schools.	TBA	District budget	August, 2016	Ongoing	Increased quantity and quality of teacher applicants

Strategic Focus Area: Instructional resources, support services and facilities

Focus Area Leaders: Mr. James Ruse, Mrs. Karie Black, Mrs. Melissa Young

GOAL 3: Provide and maintain appropriate instructional resources, support services and functional, safe facilities.

OBJECTIVE 1: Provide and maintain appropriate instructional resources.

STRATEGY 1: Increase opportunities and availability for parents and students to have access to technological and academic support.

ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. Create short screencasts/website showing parents and students how to use district resources (ie. SIS, Online Registration, homework help, Textcaster)	Building Principals, Ed Tech Specialist, E-Learning Team	Local funds, PDC, local foundations	Fall, 2016	Ongoing	

STRATEGY 2: District wide 1:1

ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success

1. Yearly increase acquisition of technology/devices	Superintendent, Building principals, Ed tech Specialist, E-Learning teams, Special Services Director	Technology Plan; PDC, Local Funds, Federal Funds, Erate	Ongoing	Spring, 2020	Annual review before the BOE of the Technology Plan
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STRATEGY 3: Repurpose existing building spaces to create areas for student collaboration work.

ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. Transform library media centers to reflect 21st century learning (Makerspaces, collaborative spaces, think tanks).	Superintendent, Library Media Specialists, teachers, Ed Tech Specialist, E-Learning team, Building Principals, Maintenance, Special Services Director	Technology Plan; PDC, Local Funds, Federal Funds, Erate			

STRATEGY 4: 100% of instructional staff will have a Professional Learning Plan that includes at least one technology goal

ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. 100% of instructional staff will use the NEE data tool to create plan for PD	Instructional staff, Building	PDC, Local Funds,	Ongoing	2017 - 2018	

	principals, Special Services Director, Ed Tech Specialist, Curriculum Director	Federal Funds			
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STRATEGY 5: Find instructional tools to support multi-tiered systems of support for grades K-12.					
ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. Develop RTI system with procedures K-12	Curriculum Director, Ed Tech Specialist, Building Principals, teachers, Special Services Director	PDC, Local, Federal	Fall, 2017	Ongoing	
STRATEGY 6: Identify and reallocate school and community resources to best benefit student achievement.					
ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. Identify current resources (school, community, capital, human) and create a reallocation strategy for best use of these resources.	Superintendent Asst Superintendent Building Principals, Ed Tech Specialist,	PDC, Local, Federal	Fall, 2017	Ongoing	

	Curriculum Director, Special Services Director				
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OBJECTIVE 2: Provide and maintain appropriate support services.

STRATEGY 1: Identify and reallocate school and community support services resources to best benefit student achievement.

ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. Identify current resources (school, community, capital, human, use of co-teaching, Title I reading, etc). to meet student needs and create a reallocation strategy for best use of these resources.	Superintendent, Assistant Superintendent, Building Principals, Ed Tech Specialist, Curriculum Director, School Counselors, School Nurses, Special Services Director	Local and Community Agencies, PDC, Federal Funds, Local funds	Fall, 2017	Ongoing	
1a. Contact BRIGHT FUTURES and schedule a presentation for counselors, admin staff, and the Ministerial Alliance.	Superintendent Assistant Superintendent Special Services Director	Local and Community Agencies, PDC, Federal Funds, Local funds		Fall, 2020	

2. Increase support staff compensation and benefits.	Superintendent Assistant Superintendent Special Services Director	Local and Community Agencies, PDC, Federal Funds, Local funds		Fall, 2020	
3. Provide training for support staff in all areas					

OBJECTIVE 3: Provide functional and safe facilities throughout the district.					
STRATEGY 1: Ensure that every building has quality working camera security systems.					
ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. Biannual inspection of district wide camera systems (once in the summer, once during the school year).	Assistant Superintendent, Building Principals	MUSIC, Local funds	Summer 2016	Ongoing	
2. Interior Installation of lockdown hardware.	Assistant Superintendent, Building Principals, Maintenance	Local funds	June 2016	August 2016	
STRATEGY 2: Make sure buildings are locked and secured at all times.					
ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. Provide Keyless Entrance system at every building	Assistant Superintendent, Building Principals	Local funds	2017-18 new construction and CMS; 2018-19 Field and Dewey; 2019-2020 GRTS, Ag		

			Center and TLC		
STRATEGY 3: Provide protocol for students who walk to school ??? (public action ideas)					
ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. Safety and security training for all staff concerning procedures	Assistant Superintendent, Building Principals	Local funds	2017-18 new construction and CMS; 2018-19 Field and Dewey; 2019-2020 GRTS, Ag Center and TLC		

Strategic Focus Area: Community Involvement Focus Area Leaders: Mr. Steve Haley, Mrs. Abby Smith					
GOAL 4: Promote, facilitate and enhance parent, student, and community in district educational programs.					
OBJECTIVE 1: Increase student, parent and community involvement in the District educational programs.					
STRATEGY 1: Parent feedback groups in each building.					
ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. Each building will establish a parent feedback group which meets a minimum of twice a year.	Building Administration, Title I Department	Building & Title I budgets (refreshments)	Groups set by Nov.	Ongoing	
STRATEGY 2: Community business connections in each building.					
ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. Each building will establish some form of partnership with community businesses.	Building Administrators, Marla Harrington, Grade level/ Content/ Elective teachers	Building budgets (transportation, cost for refreshments)	Continuing at PK-5; Piloting at 6-12 Fall, 2016 Ongoing		
STRATEGY 3: Service learning.					
ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success

1. Each building will establish some form of service learning opportunity for their students (CMS Cares day, PBL, etc).	Building Administrators, Grade Level Teachers, Counselors	Transportation, Equipment and supplies, Shirts (CMS cares day)	Summer 2016 PBL training grades 3-5; Summer 2017 PBL training grades 6-8; Continue existing programs (CMS Cares Day, CHS Leadership Class, elementary reading activities); Pilot new ideas Fall, 2016.	
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STRATEGY 4: Enhancing student/parent/teacher communication.

ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. The district will work toward expanding student led conferences to be held during both Fall and Spring.	Building Administrator sCounselors, Teachers, Students, Parents	PDC (staff training); Calendar Committee; Building budgets	Fall, 2016	Ongoing	
1a. Special nights to bring parents into buildings.	Building Administrator sCounselors, Teachers, Students, Parents	Building budgets	Fall, 2016	Ongoing	
1b. Buildings will focus on technology resources to enhance communication with students and parents (Textcaster, Remind 101, social media, newsletters, Parent/Student Portal, district website)	Building Administrator sCounselors, Teachers, Students, Parents	None	Fall, 2016	Ongoing	

Strategic Focus Area: Governance

Focus Area Leaders: Dr. Roger Barnes, Mr. Dan Nagel, Mr. Tim Cool

GOAL 5: Govern the district in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

OBJECTIVE 1:The District will keep students, staff, and patrons informed utilizing various forms of communication

STRATEGY 1: To better inform the public regarding district matters

ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. Set up a twitter account and utilize this on a district level.	District Tech Department	\$0	FY17	Ongoing	
1a. Create a district quarterly newsletter.	Building Administration	District Budget	FY 18	Ongoing	

OBJECTIVE 2: The District will fully staff the Administrative Team.

STRATEGY 1: Fully staff the District's administrative team.

ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. District will create a full time Assistant Superintendent position.	Building Administration	District Budget	FY 18	Ongoing	

OBJECTIVE 3: The District will provide student leadership and mentoring transitional opportunities.

STRATEGY 1: The District will organize orientation and mentoring programs as students and patrons transition from building to building levels.

ACTION STEPS:	Person(s) Accountable	Resources; Funding	Start Date	End Date	Indicators of Success
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		Source(s)			
1. Student mentoring orientation teams developed for transition to new buildings	Building Administration Collaboratively	\$0	FY 18	Ongoing	
OBJECTIVE 4: The District will create a District Newsletter.					
STRATEGY 1: To better inform the public regarding District matters.					
ACTION STEPS:	Person(s) Accountable	Resources; Funding Source(s)	Start Date	End Date	Indicators of Success
1. Create a quarterly District newsletter	Building Administrators Staff and Students	As per the District budget	Fall, 2018	Ongoing	