

**Palouse  
2010 - 2011  
School Improvement Plan  
September 2010**

***OUR MISSION is to provide educational programs of the highest quality for all students in order to prepare them for their future.***

**GOAL 1: Create a school wide environment that supports all learners.**

1. Become a “School of Character”.
2. Meet the needs of all students by expanding our implementation of RTI (Response To Intervention).
  - Teachers will establish interventions to be used in all core classrooms for those students not at grade level in reading and writing.
  - Increase the number of classes directly set up to meet the needs of students not at grade level.
3. All teachers and para-educators will participate in a book study utilizing the book Character Matters.
  - Clock hours will be available for those who want them.
  - The basis for implementation is gleaned from a variety of books that were used in the 2009 – 2010 book study options. Teachers may also choose to check out and read the following: Whatever It Takes, On Common Ground, RTI – Pyramid to Intervention, The Bully, The Bullied, The Bystander, Learning By Doing.
4. Continue the transition to a Professional Learning Community.
  - Continue with the collaborative groups already established: Elementary Reading Team, Elementary Math Team, Elementary Team Meetings, HS Team Meetings, Case Management Team, Para-educator Team Meetings.
  - Continue collaborative curriculum work between the Garfield and Palouse buildings.
  - Continue collaborative work between the two elementaries, the middle school, and the high school.
5. Continue the practice of having each teacher develop two professional goals and actions plans. Those goals will reflect ways to promote positive character traits and a goal to improve their instruction as each teacher refines classroom interventions.
6. Continue to create a positive and safe school environment
  - Brainstorm ways to boost staff and student moral and spirit. Pick at least one strategy to implement for each group.
  - Utilize consistency in all classrooms for: classroom routines, late work, tardies, bullying, etc.
  - Continue the Big Viking program.
  - Reduce the amount of bullying
    - Catch it, address it, stop it
    - Educate students to transition from being “bystanders”.
    - ASB Council involvement
    - Help establish the hallways as safe environments by utilizing staff in the hallways.
  - Involve ASB officers in the process of creating a positive environment, and an atmosphere where it is ok to ask for help, and to work hard and improve.
7. Continue “Buddy” and “Caught Ya” Lunches with the Counselor.
8. Continue the learning opportunities and/or level of performance expectations to challenge students at or above grade level.
9. Keep all staff informed concerning student plans and needs.
10. Continue the Case Management Team to strategize effectively meeting the needs of all students.

**GOAL 2: Focus on quality of education including high expectations of teachers, administrators, and for student achievement.**

1. Become a “School of Character”.
2. Meet the needs of all students by expanding our implementation of RTI (Response To Intervention).
  - Teachers will establish interventions to be used in all core classrooms for those students not at grade level in reading and writing.
  - Increase the number of classes directly set up to meet the needs of students not at grade level.
3. All teachers will hold all students to high performance standards, while challenging students to maximize individual student capabilities.
4. HS English: Utilize reading and writing quick screeners and share information with all teachers.
5. HS core classes will utilize reading and writing assessment information to help plan in-class interventions for Tier II and Tier III students. They will also utilize this information to help challenge students in Tier I.
6. Elementary teachers will utilize reading, writing, and math screeners to plan in-class interventions for Tier II and Tier III students. They will also utilize this information to help challenge students in Tier I.
7. Continue high standard expectations for continuous improvement and higher percentages of students achieving standard. Set goals to address the 2010 MSP and HSPE results.
8. Teachers will attend professional development opportunities – including the two County-wide In-service Days – to support the SIP.
9. Classes will be offered to specifically address students not at grade level and/or experiencing a lack of academic success.
  - Require the Reading and/or Writing Skills class for those 11<sup>th</sup> and 12<sup>th</sup> graders who didn’t meet the Reading WASL.
  - Require Algebra Lab for 8<sup>th</sup> grade Pre-Algebra students who do not meet the standard on the Pre-Algebra assessment.
  - Require the Math Lab class for those 11<sup>th</sup> graders who didn’t meet the Math HSPE.
  - Require the Freshman Reading and Writing Lab for those students who are not at grade level in either reading or writing.
  - Offer a Geometry Lab for students who are not at grade level in math and who may struggle in Geometry.
  - Offer students who are not demonstrating academic success a Study Skills class.
  - Place students into a mandatory Study Skills class if other strategies to encourage responsibility for assignment completion and quality are not successful for students not passing classes.
10. Continue to explore ways to reduce the amount of out-of-class time.

**GOAL 3: Focus on educational activities, programs and personnel that address students who are not university bound.**

1. Become a “School of Character”.
2. Meet the needs of all students by expanding our implementation of RTI (Response To Intervention).
  - Teachers will establish interventions to be used in all core classrooms for those students not at grade level in reading and writing.
  - Increase the number of classes directly set up to meet the needs of students not at grade level.
3. Continue to have the HS participate in a County-wide Career Fair every other year.
4. Establish an elementary component for expanding the knowledge about various careers.
5. Continue high expectations for the Senior Project.
6. Continue coordinating between the teachers and the Case Management Team to work with students to take responsibility for their academic success. Before, at noon, and after school study time and assistance will be assigned.
7. Continue to allow military and university recruiters to share their displays at noon.
8. Continue Work Release.
9. Continue encouraging students to take the ASVAB.

10. Continue to utilize industry certification through our classes (STARS, Spokane Falls Welding, Construction, AV, Entrepreneurship).

**GOAL 4: Increase the services for K-12 students who struggle academically.**

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  - Teachers will establish interventions to be used in all core classrooms for those students not at grade level in reading and writing.
  - Increase the number of classes directly set up to meet the needs of students not at grade level.
3. Elementary
  - Continue coordinating Title I type services/programs with minimal Title I funding.
  - Continue coordinating the Special Ed. services with the elementary teachers.
  - Continue DIBELS assessments
  - Continue Read Naturally intervention for Tier II students in grades 1-5
  - Continue para-educ. time for math and writing interventions.
  - Continue full day Kindergarten.
  - Expect standards to be met and not enable low achievers to continue at low levels.
  - Continue and refine Reading, Writing, Math Tiered intervention system
4. High School
  - Continue coordinating the 504 program with the HS teachers
  - Continue coordinating the Special Ed. services with the HS teachers.
  - Require a Study Skills Class for all Freshman.
  - Offer high school classes for students either not at grade level or who are struggling academically – see Goal 2.
5. Encourage the use of formative assessment to inform instruction.
6. Continue the Case Management Team to strategize effectively meeting the needs of all students.
7. Continue to look for ways to reduce the amount of school missed for activities.

**GOAL 5: To promote a learning community and help students see the benefits of reading for enjoyment.**

1. Elementary
  - Continue SSR (Silent Sustained Reading)
  - Continue Accelerated Reader, students are encouraged to read at home and at school.
  - Initiate HS/Elem. Reading buddies
  - Plan a fun reading event
2. High School
  - Continue SSR
    - Continue Accelerated Reader throughout the HS so that students are reading all year and set up stricter accountability on AR tests.
    - Continue to encourage students to bring a book to read to classes so that when they finish their work they can enjoy reading.
  - Establish core classroom interventions for reading and writing for those not at standard.
  - Plan a fun reading event
3. Offer a professional book share and clock hours for the book Character Matters.
4. Continue to model pleasure reading by organization of a book group that reads a variety of books and has regular monthly meetings.
5. Encourage reading at home.
6. Brainstorm a “stop everything and read” concept.
7. Explore starting a pleasure book club for elementary students.

**GOAL 6: To expand and maintain the use of technology by students and staff.**

1. Continue to effectively use our money to stay as current as possible with technology.
  2. Continue and further incorporate presentation equipment into lessons.
  3. Continue to explore and use technology to expand the possibilities of professional collaboration.
4. Continue to explore curriculum support information via the Digital Learning Department website.
5. Continue to encourage elementary use of the lab.
6. Continue to utilize forms, electronic bulletins, lunch count and attendance throughout the building.
9. Continue to discuss and identify technology needs.
10. Continue technology professional development: teacher web sites, photo shop, Power Point, searching the internet for professional resources,

**GOAL 7: Assess and revise the Self-Study Action Plan providing for communication to the staff and public.**

1. Spring 2011: Annually – April/June – Develop district wide staff survey to assess effectiveness of action plans. Present to staff and school board.
2. Fall 2010: Annually -- Publish the self-study goals and actions plans
  - School Performance Report, school newsletter, school board minutes, Key Communicator letter, distributed to staff
3. Fall 2010: School Board approval of the Self Study goals as the School Improvement Plan.
4. Fall 2010: Present a review of the previous year's goals and action plans during orientation for new and returning staff. Targeted action plan for the year will be emphasized.
5. Fall 2010: Help new employees with transition into our district. Following orientation, new employees will be paired with returning employees to answer any questions and help with transition into district.
6. Post school board minutes on website in a timely fashion. (Minutes can only be posted after they have been approved at the next month's meeting.)
7. Post all concerts, senior project nights etc. on reader board more consistently.
8. Continue to have an ASB officer (reporter) submit a report about meetings to newspaper.
9. Get good ideas into newsletter and newspaper.