

**Palouse**  
**2008-2009**  
**School Improvement Plan**  
**September 15, 2008**

***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. Continue to incorporate key aspects from the 2007-2008 book study, Whatever It Takes.
2. Continue to facilitate a transition of our school culture to a Professional Learning community
  - Initiate a professional book study with teachers
3. Each teacher will develop two professional goals and actions plans. Those goals will reflect ways to improve their instructional skills supporting all learners and setting high expectations.
  - **Professional goals are due Sept. 15.**
4. Elementary Reading:
  - Continue to utilize K-12 Reading Model
  - Continue: Teachers will meet one day a month in an extended time frame to coordinate the reading tiers (K-12 Reading Model)
  - Continue: Read Naturally will continue to be utilized to address Tier 2 students.
5. Elementary Math:
  - Establish math interventions modeling the K-12 Reading Model
  - Initiate monthly meetings to review students not at standard
6. Elementary Science:
  - Begin to look at science interventions
7. Develop personalized instruction plans for all students which include effective interventions to address deficit areas for students not meeting standard utilizing Student Learning Plans.
  - Student Learning Plans are due October 1, 2008.**
8. High School:
  - Weekly staff meetings: continue work with the HS staff to identify students needing help and support and plan strategies to help them.
  - All teachers help students improve in reading related to math.
  - Weekly staff meetings: continue to clarify IEP's and 504 plans.
  - Continue classes for students not meeting the reading, writing, and math standards.
  - Establish a study skills class for students not achieving academically.
9. Create a positive and safe school environment
  - Engage new staff members in helping to create and establish a positive school climate.
  - Establish consistent procedures utilized by all staff for classroom procedures; late work, tardies, bullying, etc.
    - Share with students and practice for the first two weeks of school.
    - **Routines and procedures are due August 29, 2008.**
  - Encourage the continuation of the Big Viking program through Student Council.
  - Conduct the 2008 Healthy Youth Survey
  - Reduce the amount of bullying
    - Catch it, address it, stop it
    - ASB Council involvement
  - Help establish the hallways as safe environments by utilizing staff in the hallways.
  - Promote school spirit with students and staff.

- 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.
- Promote staff support for all programs.
- Facilitate work and activities between Garfield and Palouse staffs.
- Facilitate work and activities between Elementary and HS students.
- Continue to refine the 8<sup>th</sup> grade orientation and transition into HS.

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

1. High standards equip students to be lifelong learners.
2. Teachers develop professional goals. **Due to Bev by Sept. 15, 2008.**
3. Supt/Principal and Asst. Principal will continue to implement the Powerful Teaching and Learning protocol through observations and staff reflection to improve instruction.
4. Offer the opportunity to teachers – observe in peer classrooms and reflect how the observer can become better teachers, using Powerful Teaching and Learning protocol.
5. Facilitate textbook adoption in Elementary and High School Math.
6. Elementary/HS: identify/review 10 absolute learning targets for each subject/class taught. **Due to Bev by Sept. 15, 2008.**
7. Write the learning target for the day on the board and call attention to it in your introduction.
8. Elementary/HS: Expand the band of WASL-like assessments for all curricular areas.
9. HS English and Social Studies meet to discuss expectations for student writing/papers.
10. HS English: Develop writing quick screeners for all grades.
11. Elementary: Develop math quick screeners and interventions for all grades in math.
12. Continue high standard expectations for continuous improvement. Set goals to address the 2008 WASL results.
  - Elementary meet and set goals for Reading, Math, Writing, Soc. St., and Science.
    - **Goals are due to the Bev by Oct. 1, 2008.**
  - HS Departments meet to set goals for Reading, Math, Writing, Science.
    - **Goals are due to the Bev by Oct. 1, 2008**
13. Encourage a positive student approach to the WASL.
14. Encourage interest in Math: have another elementary Family Math Night.
15. Workshops facilitate improvement of instruction
  - Elementary
    - Send Elementary to science workshops on how to teach FOSS units
    - Send Elementary reps to Northwest Math Conference/October.
    - Send Elementary reps to the WSASCD conference/Spokane/Nov. 6-8
    - Train Elementary and HS staff in the new math standards.
    - Work to align our curriculum with the new math standards to implement in 2009-2010.
    - Send reps to the OSPI January Conference in Spokane (January 8 & 9/Seattle)
    - Submit requests to attend other workshops that address SIP goals
    - Utilize the funded Math/Science days to further improve our curriculum alignment.
  - High School
    - Send Jim to Northwest Math Conference/October.
    - Send HS reps to the OSPI January Conference in Spokane (January 8 & 9 - Seattle)
    - Send HS reps to the WSASCD conference/Spokane/Nov. 6-8
    - Submit requests to attend other workshops that address SIP goals
    - Utilize the funded Math/Science days to further improve our curriculum alignment.
16. All 9<sup>th</sup> graders will take the Freshman Study Skills Class.
17. Classes will be offered to specifically address student achievement
  - Require the Success class for those 11<sup>th</sup> graders who didn't meet the Reading WASL.

- Require the Creative Writing class for those 11<sup>th</sup> graders who didn't meet the Writing WASL.
  - Require the Math Lab class for those 11<sup>th</sup> graders who didn't meet the Math WASL.
  - Place students into the Study Skills class who are not demonstrating academic success.
18. Establish a Math K-12 intervention model.
  19. Encourage students to challenge themselves:
    - Participate in academic teams.
    - Encourage students to participate in writing contests that are available through some publishers and search out essay contests. This could be incorporated into curriculums.
  20. 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. Identify and expand work experience and extended learning opportunities while maintaining current vocational opportunities.
  - It will be suggested to students that Senior Project choices reflect something to do with a student's anticipated career and/or community service.
  - Expand current guidance and counseling system to include guidance of HS students not attending college.
  - Participate in a County-wide Career Fair every other year.
2. Continue to make the Senior Project even better.
  - Better publicize Senior Project Presentations.
  - Job shadows and interview practice.
  - Have students create a real, useable resume'.
3. More counselor time in the elementary classrooms to establish rapport etc.

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

1. Elementary
  - Continue coordinating Title I services/program
  - 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
  - Add more para-educ. time for math interventions.
  - Initiate a full day Kindergarten.
2. High School
  - Continue coordinating the 504 program with the HS teachers
  - Continue coordinating the Special Ed. services with the HS teachers.
  - Study Skills Class for all Freshman
  - HS Study Skills Class for students struggling academically
  - HS Math Lab and Adv. Math Lab – expand curriculum to include interventions for students not meeting the 10<sup>th</sup> grade math WASL and other subsequent WASL attempts.
  - HS Creative Writing Class – this curriculum will include interventions for students not meeting the 10<sup>th</sup> grade writing WASL.
  - Provide acceleration within classes for students who want to move from 3's to 4's.

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

1. Elementary
  - Through Accelerated Reader, students are encouraged to read at home and at school.

- HS/Elem. Reading buddies
2. High School
    - Establish Accelerated Reader throughout the HS so that students are reading all year and set up stricter accountability on AR tests.
    - Students are encouraged to bring a book to read to classes so that when they finish their work they can enjoy reading.
    - Encourage credit for reading in all classes. The reading could be related to subject matter.
  3. Offer a professional book share group.
    - Open this up to any book – teachers work together to choose books.
    - Model pleasure reading by organization of a book group that reads a variety of books and has regular monthly meetings.
  4. Set up a “stop everything and read” each day or week for the whole school – teachers, staff, students.

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

1. Keep up-dating technology through free hardware.
2. Utilize technology money to purchase software licenses.
3. Staff will incorporate new presentation equipment into lessons.
4. Explore putting district forms as interactive documents on line.
5. Continue technology in-service:
  - Review PowerPoint usage
  - Ways to effectively and creatively utilize the “doc” cameras.
6. Expand access to material sites for teachers.
7. Decrease loading time for our computers, especially in the library and labs.
8. Identify what problems teachers can “fix” without having to access Marv each time.
9. Set up tech. support for AV classroom.
10. Encourage elementary to utilize the lab more often.
11. Go to electronic memos, bulletin, etc.
12. Identify what our technology needs are. Is there a need for a technology levy?
13. Identify what technology the Music program needs.

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

1. Spring 2009: Annually – April/June – Develop district wide staff survey to assess effectiveness of action plans. Present to staff and school board.
2. Fall 2008: 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 2009: School Board approval of the Self Study goals as the School Improvement Plan.
4. Fall 2008: 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 2008: 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 more 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. Have an ASB officer (reporter) submit a report about meetings to newspaper.
9. Get good ideas into newsletter and newspaper.