Continuous Improvement Plan

School Year	2019-20
District	Harney County School District #3

District Direction Section

Vision	**Inspire students by providing quality employees, programs, facilities, and promoting community involvement**
Mission	***Prepare contributing members of society while embracing our community's culture***

Comprehensive Needs Assessment Summary

What data did our team examine?
ELA, Math, and Science assessment scores on state assessments from prior years
ELA and Math scores for EasyCBM and IReady scores
Graduation rates
Annual School Report Cards

How did the team examine the different needs of all learner groups?
We identified areas where certain groups of students were performing lower than their peers.

How were inequities in student outcomes examined and brought forward in planning?
Goals were established based on inequalities as well as overall need for students to improve outcomes.

What needs did our data review elevate?
An overall need to improve across all student groups in both ELA and Mathematics. No one particular group was substantially higher or lower than another, but overall most groups were in level two in state testing. Local testing indicated similar results with the use of iReady and EasyCBM scores.

How were stakeholders involved in the needs assessment process?
Several community, staff, and student forums were held in Spring of 2018 as well as surveys were given widely to all groups. Fall of 2019 additional input was requested through surveys, staff meetings, community input meetings, and student meetings.

Which needs will become priority improvement areas?
ELA and Mathematics will become a strong focus.

Long Term District Goals & Metrics

Student Focused, aspirational, aligned with needs, written for all students
Example: *All students will meet their annual growth targets in math.*
Metrics are outlined for the year(s) to come.

Goal 1	By June 2023, all students (K-12) will be on track to graduate and be prepared with a plan beyond high school.		
Metrics	By (year)	By (year)	By (year)

	See page 9 and 10 of Strategic Plan https://www.burnsschools.k12.or.us/domain/226		
Goal 2	Optimize and build District facilities for students and expanding programs.		
Metrics	By (year)	By (year)	By (year)
	See pages 10 & 11 of strategic plan https://www.burnsschools.k12.or.us/domain/226		
Goal 3	Analyze student outcome data from both State assessments and district assessments in both reading and math, while disaggregating the data to identify areas needing improvement in the areas of equity and disproportionate achievement by the identified groups at least three times a year. Growth goals in both reading and math will reflect an upward trend each quarter up to at least meeting the statewide average achievement in reading and math at grade level.		
Metrics	By June 2020	By June 2021	By June 2022
	Improved scores by 5%	Improved scores by 5%	Improved scores by 5%

Initiative Alignment to Support District Goals

Examples: High School Success, Chronic Absenteeism, 21st Century Grant, EL Success Program, Improvement Partnership

Initiative/Program	How this initiative/program supports the district to meet goals
TAPP Grant	**Focus on grant is to improve student attendance for tribal students**
Attendance Advocate	**District funded position to improve attendance for all students**
Symmetry Care MOU	**Shared funding of mental health professional to be available to students**

Annual Evidence Based Strategies, Measures and Actions (to meet district goals)

District Goal this strategy supports	Goal 1: By June 2023, all students (K-12) will be on track to graduate and be prepared with a plan beyond high school.			
What are we going to do?	Strategy # 1.1 Written as a Theory of Action and reflects evidence-based practices	If students are able to understand their scores and display their strengths and weaknesses in a written plan, then they will be able to set goals to help themselves grow academically and plan for graduation and beyond.		
How we will know the plan is working	Measures of Evidence for Adult Actions ("then" statements")	Fall Staff meetings and PLC notes will reflect discussion on how to help students create binders and plans	Winter Staff meetings and PLC notes will reflect discussion on how to help students create binders and plans	Spring Staff meetings and PLC notes will reflect discussion on how to help students create binders and plans
	Measures of Evidence for Students	Fall Students will have 3 ring binder that includes goals, assessments, and student	Winter Students will work on updating binders in	Spring Students will have 3 ring binder that includes goals, assessments, and student

	("and" statement)	work samples for student led conferences	advisory class and in their homeroom.	work samples for student led conferences
How we will get the work done	Person or Team Responsible	Action Steps To be completed this year		Due Date
	Robert Medley	1. Add student binders and goal planning to staff meeting agendas and follow up with PLC leaders regarding student test scores, attendance, and goals		June 2020
	Brittany Waggoner	2. Add student binders or CIS Portfolios and goal planning to staff meeting agendas and follow up with PLC leaders regarding student test scores, attendance, and goals		June 2020
	Sid Hobgood	3. Add student binders and goal planning to staff meeting agendas and follow up with PLC leaders regarding student test scores, attendance, and goals		June 2021
		4.		
		5.		
ORIS Domain Alignment	ORIS Domain(s) this strategy supports	___X_ Leadership ____ Talent Development ____ Stakeholder Engagement and Partnership ____ Well-Rounded, Coordinated Learning ___X_ Inclusive Policy and Practice		

Additional strategies may be added to support this goal (example: Strategy 1.1, 1.2, 1.3 etc.)

District Goal this strategy supports	Goal 2: Optimize and build District facilities for students and expanding programs.			
What are we going to do?	Strategy # 2.1 Written as a Theory of Action and reflects evidence-based practices	If we develop a strong facility improvement plan that outlines the need for improved facilities and how this will benefit students, then community support will be apparent when voters approve a bond measure in May 2020.		
How we will know the plan is working	Measures of Evidence for Adult Actions ("then" statements")	Fall Hold regular meetings with Architect and Facility Committee	Winter Start bond campaign	Spring Pass bond measure
	Measures of Evidence for Students ("and" statement)	Fall No student action this fall	Winter No student action this winter	Spring No student action this spring

	Person or Team Responsible	Action Steps To be completed this year	Due Date
How we will get the work done	Steve Quick	1. Schedule meetings with architect and facility committee	Continuously starting in September
	School Board	2. Approve ballot measure language	February 2020
	Community	3. Pass bond measure	May 2020
		4.	
		5.	
ORIS Domain Alignment	ORIS Domain(s) this strategy supports	_____ Leadership _____ Talent Development _____ Stakeholder Engagement and Partnership _____ Well-Rounded, Coordinated Learning _____X Inclusive Policy and Practice	

Additional strategies may be added to support this goal (example: Strategy 2.1, 2.2, 2.3 etc.)

District Goal this strategy supports	Goal 3: Analyze student outcome data from both State assessments and district assessments in both reading and math, while disaggregating the data to identify areas needing improvement in the areas of equity and disproportionate achievement by the identified groups at least three times a year. Growth goals in both reading and math will reflect an upward trend each quarter up to at least meeting the statewide average achievement in reading and math at grade level.		
What are we going to do?	Strategy # 3.1 Written as a Theory of Action and reflects evidence-based practices	If we regularly assess students and analyze the results, then we will be able to identify areas of strengths and weaknesses and change what and how we teach students.	
How we will know the plan is working	Measures of Evidence for Adult Actions ("then" statements")	Fall Assess all students using iReady Math K-12, iReady Reading 6-10 and EasyCBM Reading K-5	Winter Assess all students using iReady Math K-12, iReady Reading 6-11 and EasyCBM Reading K-5 — Spring Assess all students using iReady Math K-12, iReady Reading 6-11 and EasyCBM Reading K-5
	Measures of Evidence for Students ("and" statement)	Fall Baseline data will be recorded for all students	Winter Data will be compared and scores given to students, teachers, and parents — Spring Data will be compared and scores given to students, teachers, and parents

	Person or Team Responsible	Action Steps To be completed this year	Due Date
How we will get the work done	Steve Jones	1. Ensure licenses and staff have access	Sep 2019
	Steph Lardy	2. Schedule testing dates for Slater	Sep 2019
	Brittany Waggoner	3. Schedule testing dates for HMS	Sep 2019
	Robert Medley	4. Schedule testing dates for BHS	Sep 2019
	Steve Jones	5. Gather and print data for admin team to review	Oct 2019, Feb 2019, May 2019
	Principals	6. Print and distribute data ensuring PLC's and teachers are reviewing data together and sharing results with students and parents	Oct 2019, Feb 2019, May 2019

ORIS Domain Alignment	ORIS Domain(s) this strategy supports	_____ Leadership _____ Talent Development _____ Stakeholder Engagement and Partnership _____X Well-Rounded, Coordinated Learning _____ Inclusive Policy and Practice

Additional strategies may be added to support this goal (example: Strategy 3.1, 3.2, 3.3 etc.)

District Plan
Self-Monitoring Routines

Please describe the district plan to install quarterly plan-review/monitoring routines (see example below):

> **The admin team will meet quarterly to review CIP and monitor its progress making sure all parties are following through with plan and modifying plan whenever necessary to ensure the plan continues to show improvement. When improvement is not made or being seen, additional measures will be developed and followed up upon at subsequent review meetings to continuously monitor the plan for success.**
>
> **Admin meeting dates for review will be in November, February, May, and August**

Routine Example:

The chart below does not need to be completed prior to installation of district self-monitoring routines. It is placed here as a preview for the types of information a quarterly self-monitoring routine aims to answer and the subsequent steps and actions taken after each routine.

- What did we say we were going to do?
- How are we doing?
- How do we know?
- What will we do next?

	Update Date	Strategy	What does your evidence show?	What is working? What is not?	What will you do? What adjustments are needed?	What supports are being provided? Are they helpful? What more is needed?
Performance Updates						