

# **Comprehensive School Improvement Plan (CSIP)**

## **Action Steps**

### **2010-11**

**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: Students will meet or exceed all state and federal performance standards**

- The district will develop and utilize common local assessments for grades K-12 in the core subject areas.
- Analyze current course content and course offerings and ensure they address student needs.
- Update all curriculums and post them on line.
- Update curriculum plan to have a consistent and timely process or writing, reviewing and revising curriculum.
- Ensure all adopted curriculum meets state and local guidelines
- The district will develop and implement a Pyramid of Interventions, including screening, intervention and evaluation to apply to all students at risk.

**Objective 2: The Concordia R-II School District will increase MAP Index scores for students with disabilities in Grades 3-5 Communication Arts by 5% per year in each of the next three years.**

- *The stakeholder group will select a reading improvement committee of teachers and administrators to explore options and needs for training in guided reading and balanced literacy. MET*
- *The committee will meet to coordinate and plan for training, and finances. MET*
- *Schedule training days during the summer to educate teachers on methodology of Guided Reading and Balanced Literacy, find resources to pay for trainer and teacher stipends. MET*

- Universally screen all students in order to better identify students who may be at risk.
- Implementing Fidelity Measure: Formal or informal observation by trainer, coach or elementary principal to determine the consistency of application of strategies from the trainer.
- Student Progress Measure: A higher rate of progress in reading as evidenced by common assessments done on a periodic schedule.
- *Explore the possibility of discontinuing the Reading Recovery program to provide a reading specialist to focus more attention on grades K-2. MET*

**Goal 2: Recruit, attract, develop and retain highly qualified staff to carry out the LEA (local education agency)/District mission, goals, and objectives.**

**Objective 1: Develop competitive benefits schedule for all staff to be in the top 3 districts in the I-70 Conference.**

- The committee will obtain salary schedule information from conference schools and rank schools according to starting salary and MS + 10 years.
- The committee will determine funding levels to get the Concordia district to the top 3 schools in the conference.

**Objective 2: Provide relevant, timely, research-based professional development for staff.**

- Provide and require individual and district annual evaluations of the inservice opportunities to help determine where district funds need to be utilized.
- *Provide necessary resources to participate in the PLC model. MET*
- *Provide financial resources for teachers to attend inservice opportunities that benefit the teachers and the district. MET*

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

- Review and Revise the mentoring/buddy program to ensure that new teachers have the support they need to be successful in the district.
- *Offer a 2-3 day New Teacher Institute to all new staff to the district to provide orientation and support. MET*
- The district will continue to increase staff leadership capacity through the PLC process.
- Incorporate the principles of FISH! into the climate and culture of the schools.

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

**Objective 1: The district will provide the necessary instructional resources to meet the needs of our students.**

- Maintain technology replacement cycle.

**Objective 2: The district will continue to provide adequate and up-to-date resources to meet the needs of its' students.**

- The district will maintain, update and fund the instructional technology plan for the district.

**Goal 4: Promote, facilitate and enhance parent, student and community involvement in LEA/District educational programs.**

**Objective 1: The district will work with the parents and community to provide an educational program that meets the needs of its' students.**

- The district will develop and refine the method in which parents have access to the curriculum, essential learning outcomes and their students' individual academic progress.
- The district will provide a variety of "parent-night" activities in grades PK-12 to make them aware of different programs and processes.
- The district will continue to work to improve the PAT program to provide resources to parents and identify students who may have educational needs.

- The district will provide information to parents and guardians in an easy-to-read basis regarding programming the district offers to students.

**Goal 5: Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff and patrons of the district.**

**Objective: The governance structure of the district will support the educational services of the district.**

- *The district policies will be updated annually and available on the district web page. MET*
- *The CSIP Plan will be posted on the web page and updated annually. MET*