2016-2019 District Improvement Plan

Goals are supported by actions that can be observed and measured. Effective strategies, accompanied by consistent data collection and analysis, help to focus on results and monitor progress. Implementation strategies ensure we stay on course by describing how the district will know it is achieving its goals.

Bold = Goal

Orange = Implementation Strategy

Goal 1

1. **From 2016-2019 Nelsonville-York City School District students, including subgroups (Students with Disabilities, White, and Economically Disadvantaged) will meet the AMO or increase the group performance by 3% each year on their state reading (ELA) and math assessments.**

   1.1 Instructional and Administrative staff will participate in district provided HQPD and implement effective instructional strategies in classrooms.

   Adult Implementation Indicators:
   - 100% of instructional and administrative staff will participate in research-based, high quality professional development to implement effective instructional strategies in all classrooms (PD sign-in sheets, walkthroughs).

   Student Performance Indicators:
   - All student groups will meet or exceed the state targeted AMO in reading and math or increase their group percentage by 3% each year (Report Card Data).

   Action Steps:
   - 1.1.1 Provide HQPD to all instructional staff and administrators pertaining to district or building identified research-based effective instructional strategies.
   - 1.1.2 Monitor the use of research-based instructional strategies in the classroom.

   1.2 Teacher based teams will use Summative and Formative assessments aligned to the standards and analyze the data to guide instruction.

   Adult Implementation Indicators:
   - 100% of instructional staff will create and use common assessments that are aligned to the standards to assess, analyze, and guide instruction (TBT data sheets).

   Student Performance Indicators:
   - All student groups will meet or exceed the state targeted AMO in reading and math or increase their group percentage by 3% each year (Report Card Data).

   Action Steps:
   - 1.1.1 Provide HQPD on data analysis to ensure proper use of assessments to drive instruction.
   - 1.1.2 Monitor the use and data analysis of formative and summative assessments alignment with standards- based curriculum and instructional materials to guide and change instruction.
   - 1.1.3 Maintain collaboration time for TBTs to create, schedule, and analyze results of formative and summative assessments

Goal 2

2. **From 2016-2019 the Nelsonville-York City School District's state report card Progress Grade which includes; Overall, Gifted, Students in the Lowest 20% in Achievement, and Students with Disabilities, will increase as measured by a 1.0 point increase each year on the All Tests/All Grades Progress Score.**

   2.1 Improve the use of the 5 step process to identify and utilize instructional strategies that maximize growth in all subgroups (Gifted, Students in the lowest 20% in achievement, and SWD).

   Adult Implementation Indicators:
   - 100% of instructional staff will participate in TBTs and analyze data to guide instruction (TBT binders).
   - BLT members will monitor TBTs and provide support (BLT binders).
   - DLT members will support BLTs (DLT Binders).
   - 100% of instructional staff and administrators will participate in data analysis HQPD (PD Sign-in sheets).

   Student Performance Indicators:
   - All students will meet or show improvement on meeting growth targets as measured by the end of the year state assessments (Report Card Data).

   Action Steps:
   - 2.1.1 TBTs will analyze assessment data to group students by needs or deficient skills, provide intervention/enrichment, reassess students, and evaluate the effectiveness of the practices.
   - 2.1.2 BLTs will monitor TBT implementation and instructional practices, and provide support and training at the building level, identify strengths and weaknesses of the TBT data.
   - 2.1.3 DLT will build capacity and train BLTs in effective data analysis, use the BLT student performance and adult implementation data to provide guidance and support to BLTs.
   - 2.1.4 Provide HQPD on data analysis to ensure proper use of assessments to drive individual student growth.

   2.2 Use research-based, highly effective intervention strategies and materials that maximize individual student growth.

   Adult Implementation Indicators:
   - 100% of instructional and administrative staff will participate in district provided HQPD (PD sign-in sheets).
   - 100% of instructional staff will implement intervention strategies to maximize individual student growth (Walkthrough data).

   Student Performance Indicators:
   - All students will meet or show improvement on meeting growth targets as measured by the end of the year state assessments (Report Card Data).

   Action Steps:
   - 2.2.1 Implement intervention programs and instruction at all levels.
   - 2.2.2 Monitor to ensure research-based best practices are used consistently and effectively to meet the needs of students in all subgroups.

Goal 3

3. From 2016-2019, Nelsonville-York City School District will provide a safe, positive learning environment that engages stakeholders as measured by a yearly increase in stakeholder survey responses.

3.1 Using a variety of methods, the district will increase student engagement.

Adult Implementation Indicators:
- 100% of instructional staff will implement innovative classroom experiences into their lesson (Walkthrough data).
- Instructional staff and administrators will utilize partnerships with outside agencies to assist in engaging students (mid and end of the year survey).
- 100% of instructional staff will participate in technology HQPD and provide technology-rich experiences for all students (PD sign-in sheets, walkthrough data).
- 100% of instructional staff will maintain a safe and welcoming environment for students (walkthrough data).

Student Performance Indicator:
- Students' engagement in school and school activities will increase each year (surveys).

Action Steps:
3.1.1 Create a systemic framework where innovative classroom experiences complement traditional learning for students at all levels (i.e., project-based, STEM-like learning and internships).
3.1.2 Utilize engaged partnerships with community agencies, businesses, higher education institutions and alumni to engage students.
3.1.3 Monitor technology-rich learning experiences for all students.
3.1.4 Focus staff development program on integration of technology to enhance student achievement.
3.1.5 Build on a school environment that is welcoming and emotionally safe from bullying, harassment, prejudice and alienation.

3.2 Using a variety of methods, the district will increase internal and external communication yearly.

Adult Implementation Indicators:
- DLT members will collect data and input from stakeholders and analyze the data in order to improve our education system (Surveys).
- 100% of instructional staff and administrators will use a variety of methods to communicate with stakeholders (newsletters, emails, websites, etc.).

Student Performance Indicator:
- Students' perception will positively increase each year (surveys).

Action Steps:
3.2.1 Use a variety of methods, including yearly surveys, to collect data and input from stakeholders.
3.2.2 Build on our existing communication with parents, students, staff, and community.