

Continuous Improvement Plan

West Jefferson School District 253

Continuous Improvement Plan 2018-2019 School-Year

1. **Student Achievement.** Students will achieve the following targets for each of the following areas:

- a. College and Career Readiness

- i. High School-

1. 50% of all high school students will be college and career ready W(CCR) as measured by SAT benchmarks (1070). **Or** we will increase the percentage of students CCR by 5% annually.
 2. 90% of students enrolled in CTE programs will take and pass the [Ethics assessment?]
 3. 100% of high school students will have a 4 year plan approved and in place prior to entering High School. **Or** a Career Information Systems (CIS) plan
 4. >90% graduation Rate
 5. Upon graduation 90% of students will be accepted into a University, Post-Secondary Certification Program, or Military service.
 6. Increase the percentage of students taking Concurrent Enrollment courses by X% over a 3 year period.

- ii. Middle School

1. CIS-
 2. Middle School will make Algebra 1 available to 7th graders
 - 3.

- iii. Primary

1. Career Exploration Day
 - 2.

- b. High school/next level readiness

- i. Primary

- ii. Intermediate

- iii. Middle school

- c. Student and Parent Engagement

- i. Administrators will use a student engagement rubric, provided by Advanced-Ed during classroom observations at least twice in a school year.
 - ii. School Officials will ensure that the School Website is updated at least weekly as well as the School Marquee??
 - iii. Each teacher will give a student and parent survey (provided by Advanced-Ed) to their students prior to the final grade being published.
 - iv. School District will hold at least 2 Parent Teacher Conferences annually

v. Back to School Night

vi.?

d. Other district criteria – to be added

2. **Highly Qualified Instruction.** The West Jefferson School District will provide highly qualified and effective instruction and learning opportunities to support the success of the whole child. Professional Development Plan will be in place for the upcoming school year by August 1st. The Professional Development Plan will be detailed and developed by District Professional Development Committee.

3. **Technology Access and Use.**

a. Teacher and Student coordination to teach each other new technologies?

b. Review and update the Technology policies-This will be done through District Technology Committee.

c. Update the Technology Plan for the district - include subscription rotation plan- This will be done through District Technology Committee.

4. **Safe Learning Environment.** The West Jefferson School District will provide a positive, safe, orderly and nurturing learning environment where staff, students, and patrons participate in a school program valuing respect for self and others while developing student accountability, leadership and responsibility.

a. Have the Safety Committee and meet and review and make develop a Safety Plan by November 30th, 2017 (to include playground security, school entry, propane tanks, parking, and drop off/pick up)

b. In-House Peer to Peer Support (Variety of students at retreats, High School student council mentor Junior High student council, Assembly activities to involve all students)

c. Get every student involved at some level-Safety Awareness Campaigns.

5. **Fiscally Responsible Management Practices.** The West Jefferson School District will maintain fiscally responsible management practices to ensure financial stability, using a well-planned budget to provide effective academic opportunities supporting student achievement, to recruit and retain highly qualified staff.

a. We will increase the Boards' effectiveness through Open Communication, Public Relations, Board Training and Board Governance and Proactive Legislative Involvement. Communication with public will involve hosting cottage meetings, holding information meetings, using website, newsletters, and social media. District will send board members to conferences and training meetings, with emphasis on board governance.

b. Continually review the district Policy Manual and Improve accessibility. District is using Idaho School Boards Association (ISBA) to update District Policy Manual. This process will be approximately 1-2 years, from Sept 2017. District will schedule policy for every board meeting to review.

c. Continue Interest-Based Bargaining

i. Employer and teacher representatives meet to agree to use IBB.

- ii.They will meet with their members to inform them about IBB.
- iii.They meet with their members to discuss issues for bargaining.
- iv.They mutually prepare the statistical data they anticipate they will need.
- v.They select a meeting place, and schedule meeting dates.
- vi.They decide impasse procedures.

West Jefferson School District Strategic Plan 2018-19

Each school district and public charter school in Idaho shall develop and maintain a strategic plan that focuses on improving the student performance of the district or public charter school. The board of trustees and the superintendent shall collaborate on the plan and engage students, parents, educators and the community as appropriate. The board of directors and the administrator of a public charter school shall collaborate on the plan and engage students, parents, educators and the community as appropriate. The strategic plan shall: Be data driven, specifically in student outcomes, and shall include, but not be limited to, analyses of demographic data, student achievement and growth data, graduation rates, and college and career readiness; Set clear and measurable targets based on student outcomes; Include a clearly developed and articulated vision and mission; and Include key indicators for monitoring performance. Idaho Code 33-320

Strategic Planning Committee

The Strategic Planning Committee consists of the members of West Jefferson School board. Chairman Tanis Cherry, Willy Schmitt, Nedra Perkins, Bruce Smith, Burt Allen, also Superintendent Dwight Richins, High School Principal David McDonald, Terreton Jr. High/Elementary Principal- Jeff Haroldsen

Overview of the District:

The communities of Terreton, Mud Lake, Hamer, and Monteviu make up West Jefferson School District #253. The district office located in Terreton is located approximately 32 miles northwest of Idaho Falls, Idaho and 32 miles west of Rexburg, Idaho. The district provides education to a little more than 600 students Pre-K through 12.

The Board of Trustees has five members, each representing a different zone or area. Trustee meetings are held monthly and are open to the public. They are committed and conscientious in their efforts to maintain and improve both academic and extracurricular programs.

West Jefferson School District #253 has 3 Schools, West Jefferson High School and Terreton Elementary/Jr High are in Terreton. Hamer Elementary is in Hamer. Many students attend West Jefferson Schools by choice. They come from Roberts, Clark County, and Butte County. West Jefferson School District offers a high quality education with West Jefferson being named a 5 Star School in last Star Ratings.

District Mission: (How we will support our Mission)Clear and Measurable

Targets:

In comparing district leadership and student achievement, Waters and Marzano (2006) identified five specific district leadership responsibilities that positively correlated with student achievement:

- Establishing a collaborative process to set goals;
- Establishing “non-negotiable goals” (that is, goals all staff must act upon once set by the board) in at least two areas: student achievement and classroom instruction;
- Having the board align with and support district goals;
- Monitoring goals for achievement and instruction;
- Using resources to support achievement and instruction goals.

District Vision

Mission Statement (How will we attain our vision)

All staff members of the West Jefferson School District, in partnership with the community, are committed to provide an educational environment where teaching and learning can adapt constructively in a changing society. We emphasize demonstrable lifelong skills, knowledge and values that develop responsible and contributing members of society.

Values

- We believe all students can learn.
- Learning is the priority of our schools.
- Each child is a valued individual with unique qualities.
- Students are expected to maximize their educational experience.
- Quality teachers make a difference.
- Schools provide a positive, safe, and respectful environment.
- Community support is critical to school success.

<p>c. Student and Parent Engagement</p>	<p>Student and Parent Engagement</p> <p>High School:</p> <ol style="list-style-type: none"> 1. Administrators will use a student engagement rubric, provided by Advanced-Ed during classroom observations at least twice in a school year. 2. School Officials will ensure that the School Website is updated at least weekly as well as the School Marquee? 3. Each teacher will give a student and parent survey (provided by Advanced-Ed) to their students prior to the final grade being published. 4. School District will hold at least 2 Parent Teacher Conferences annually <p>Junior High:</p> <p>Elementary:</p> <ol style="list-style-type: none"> 1. Back to School Night <p>Other district criteria – to be added</p>
<p>2. The West Jefferson School District will provide highly qualified and effective instruction and learning opportunities to support the success of the whole child.</p>	<ol style="list-style-type: none"> 1. A district-wide emphasis to implement the Common Core Standards. 2. Maintain and Update the Pacing Guides. 3. Continue to utilize external resources (IDLA, IEN, online courses). 4. Professional Development Committee will create a Professional Development plan for 2018-2019 school year by October 15, 2018. With goal of having a PD plan in place for each school year by Aug 1st. 5. Find and provide resources to help students be successful.
<p>3. We will engage students and staff in a personal digital learning through increased technology access and usage.</p>	<ol style="list-style-type: none"> 1. Teacher and Student coordination to teach each other new technologies. 2. Review and update the Technology policies-District Technology committee will play a key role in developing this policy. 3. Update the Technology Plan for the district - include subscription rotation plan. District Technology committee will play a key role in developing this plan.

<p>4. The West Jefferson School District will provide a positive, safe, orderly and nurturing learning environment where staff, students, and patrons participate in a school program valuing respect for self and others while developing student accountability, leadership and responsibility.</p>	<ol style="list-style-type: none"> 1. Have the Safety Committee and meet and review and review Safety Plan by November 30th, 2018 (to include playground security, school entry, propane tanks, parking, and drop off/pick up) 2. In-House Peer to Peer Support (Variety of students at retreats, High School student council mentor Junior High student council, Assembly activities to involve all students) 3. Get every student involved at some level- Safety Awareness campaigns.
<p>5. The West Jefferson School District will maintain fiscally responsible management practices to ensure financial stability, using a well-planned budget to provide effective academic opportunities supporting student achievement, to recruit and retain highly qualified staff.</p>	<ol style="list-style-type: none"> 1. We will maintain a conservative budget and efficient strategies to conserve district resources, reflecting current state and federal funding and seek out additional funding sources including Grants. 2. Create Curriculum Schedule of materials 3. Plan to increase Student Attendance (student incentive programs) 4. Plan a way to increase to attendance at annual Budget Hearing (personal invitations)
<p>6. The West Jefferson School District Board of Trustees will continue to increase their effectiveness.</p>	<ol style="list-style-type: none"> 1. We will increase the Boards' effectiveness through Open communication, Public Relations, Board Training and Board Governance and Proactive Legislative Involvement. Communication with public will involve hosting cottage meetings, holding information meetings, using website, newsletters, and social media. 2. District will send board members to conferences and training meetings, with emphasis on board governance. 3. Continually review the district Policy Manual and Improve accessibility. District is using Idaho School Boards Association (ISBA) to update District Policy Manual. This process will be approximately 1-2 years, from Sept 2017. District will schedule policy for every board meeting to review.

Map of District

Schools

Name	Grades	Address
Terreton Elementary School	Preschool - 5th grade	1252 E 1500 N, Terreton, Idaho 83450, 208-663-4393
Terreton Jr High School	6th-8th grades	1252 E 1500 N, Terreton, Idaho 83450, 208-663-4393
Hamer Elementary	K-3rd	2450 E 2100 N, Hamer, Idaho 83425, 208-662-5238
West Jefferson High School	9th - 12th grade	1260 E 1500 N, Terreton, Idaho 83450 208-663-4390

Facility Summary

School	Year Built	Square Footage	Classrooms	Enrollment
Terreton Elementary PK-5				247
Terreton Jr. High 6-8				142
Hamer Elementary K-3				24
West Jefferson High School	1952		20	216

Student and Teachers-

	Year 2013-14	2014-15	2015-16	2016-17	2017-18	2018- 19	
Total Students					617	629	
English Language Learners							
Total Teachers						40.2	
Pre- K					2 Para	2 Para	
Kindergarten					1.5	1.5	
Elementary						14.5	
Junior High 6-8					5	7	
Secondary					19	17.2	
Total other Staff							
Instructional Aids					14	15	
Total Guidance Counselors/Career	1	1	1	1.5	1.5	2	
Library Media Specialist	1	1	1	1	2	2	
District Administrators	.5	1	1	1	1	1	
District Admin Support	1	1	1	1.5	1.5	1.5	
School Administrators	3	3	2	2	2	2	
School Admin Support	2.5	2.5	2.5	2.5	2.5	2.5	
Other Support Services							
Student Teacher Ratio					14.13		

Test Performance

Will Insert data and/or link here	Column7	Column8
Schools		
Star Rating		
Grade level		
Enrollment		

ISAT-2013 District:

ISAT - Language
ISAT - Math
ISAT - Reading
ISAT - Science
IRI (Fall/Spring/Grade Level)

[Paragraph about Idaho Testing—ISAT and SBAC](#)

ISAT DATA

Will Insert data and/or link here

AdvancEd - School Accreditation Report

Will Insert data and/or link here

School District Fiscal Information **Will Insert data and/or link here**

	Year	2013-14	Year	2015-16	Year	Projected 2016-17
	Amount	Per Student	Amount	Per Student	Amount	Per Student
Total Revenue						
Federal						
State						
Local						
Total Expenditures						
Total Current Expenditures						
Instructional Expenditures						
Student and Staff Support						
Administration						
Operations, Food, other						
Total Capital Outlay						
Constructions						

Total other						
Interest on Debt						
Total Salary						
Instructional/Teacher						
Other Salary						
Total Benefit						
Instruction/Teacher Benefit						
Other Benefit						

School District Grants

Will Insert data and/or link here - List of Grant Names and Amounts only

Graduation Rate

Will Insert data and/or link here

College and Career Readiness **Will Insert data and/or link here**

Test Name	Year 2013-14	2014-2015	2015-16	2016-17	2017-18	2018-19
ACT Scores	22.6	23	20.8	20.2		
SAT Scores				960.5	941	
AP Courses				4*	4*	
Dual Enrollment Coursework						
Compass Test Scores						
ASVAB scores						

*there are another 40+ Dual Enrollment / Advanced Placement Courses available through Idaho Digital Learning Academy

Strategic Planning Committee Members

1. Tanis Cherry- School Board Chair- cherryt@wjsd.org
2. Willy Schmitt- School Board Vice Chairman- wschmitt767@gmail.com
3. Bruce Smith-School Board Member
4. Burt Allen- School Board Member- burtallen29@gmail.com
5. Nedra Perkins-School Board Member
6. Student Body President
7. Student Body Chief Justice

8. Patron
9. Parent
10. David McDonald- High School Principal- mcdonaldd@wjsd.org
11. Jeff Haroldsen- Terreton Jr High/Elementary Principal. haroldsenj@wjsd.org
12. Teacher
13. Teacher
14. WJEA Representative
15. Larry Soderquist-Director of Maintenance/Custodial- soderquistl@wjsd.org
16. Sid Muir-Director of Special Education, Migrant/ESL, Para-Prof-muirs@wjsd.org
16. Lisa Ward- Director of Food Service/Cooks- wardl@wjsd.org
17. Patti Bingham- Business Manager- binghamp@wjsd.org
18. Dwight Richins- Superintendent of Schools- richinsd@wjsd.org

SWOT Analysis (Strengths, Weaknesses, Opportunities, Threats)

Strengths:

Weaknesses:

Opportunities:

Threats:

Possible goals-TBD

Student Achievement
Board member overseer –

Communication
Board member overseer-

Funding
Board member overseer