

# ROSSVILLE CONSOLIDATED SCHOOL DISTRICT

## VISION STATEMENT:

Rossville Consolidated School District is a preeminent school corporation with high achievement expectations through a student-centered, educator-driven approach involving parents, community, and alumni.

## MISSION STATEMENT:

Rossville Schools ensure that students acquire knowledge and skills, build self-reliance, exhibit positive attitudes, and value life-long learning and achievement.

## BELIEF STATEMENTS/CORE VALUES:

### Diversity

- We value the diversity of our students and staff, utilizing resources to support their educational endeavors.

### Technology

- Infusion and implementation of technology is instrumental to student and staff success.

### Academic Programming

- Multi-faceted curriculum provides students with the knowledge and skills to become productive citizens in a rapidly changing society.

### Environment

- We enable a safe and secure environment which provides successful learning experiences and positive attitudes.

Facilities & Finance Goal 1: Rossville Consolidated School District will pursue alternative resources for funding projects, programs, or practices.

Measurable Objective: The school district will generate \$125,000 from alternative funding sources per year.

Strategy: Identify resources to raise funds.

Activity:	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Electronic Fund Donations	Develop a Mechanism for Electronic Fund Donations	September 2015	Ongoing	Web Development	Capital Project Fund	Technology Staff, Media Specialists, Treasurer, Superintendent
Estate Planning Seminar (LARS, Extension Homemakers, Farmers)	Education/Awareness	October 2015	Ongoing	Estate Planners	General Fund	Board of Education/Superintendent
Individual Sponsorships/Endowments (LARS, Extension Homemakers)	Education/Awareness	October 2015	Ongoing	Financial Advisors/Tax Consultant	General Fund	Board of Education/Superintendent
Corporate Sponsorships	Soliciting Corporations	September 2016	Ongoing	Rossville School Personnel	Foundation (in-kind)	School Administration

Facilities & Finance Goal 2: Rossville Consolidated School District will develop a 10-year facilities and grounds plan.

Measurable Objective: A 5- and 10-year facility and grounds plan will be created and approved by the Board of Education.

Strategy: Involve a wide variety of stakeholders to develop a robust plan.

Activity: (5-year & 10-year Plans)	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Involve all stakeholders in determining the needs of the school facilities.	Stakeholder Survey	October 2015	November 2015	Survey Instrument & Consultant	General Fund	Superintendent
The Facilities Feasibility Committee works with Consultant to review survey results and determine common threads that best serve students. Thereafter, the Consultant develops a report based on the identified needs of the committee for a 5-year and 10-year plans.	Facilitated Feasibility Committee	January 2016	April 2016	Facilitator & Committee Membership	Capital Projects Fund	Superintendent & School Board
Secure Architect and Construction Manager to determine potential project scope and cost estimates of the 5-year plan.	Potential Scope of Work Determined and Cost Estimates	May 2016	August 2016	School Board and Administrative Time	N/A	Superintendent & School Board
Conduct site visits to assist in determining project attributes.	Site Visits	May 2016	August 2016	Architect, Construction Manager, Feasibility Committee, School Board & Administration	General Fund	Superintendent & School Board
Finalize scope of 5-year project and identify potential needs for the next five years.	Finalization Phase 1 (First 5-year) project scope & cost estimates. Provide plan for Phase 2	September 2016	December 2016	School Board, Architect, Construction Manager, Committee Members, Administration, Consultant	N/A	Superintendent & School Board
Conduct informational campaign to inform community of potential project and how the project will facilitate student learning outcomes.	Community Informational Meetings	January 2017	April 2017	School Board, Architect, Construction Manager, Promotions Committee Members, Administration	Community Group Funding	Superintendent, School Board & Promotions Committee Membership

Activity: (5-year & 10-year Plans) Continued	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Authorize, advertise and hold 1028/Preliminary Distribution Hearing on 5-year plan.	Legal Notifications	May 2017	June 2017	Bond Counsel, Financial Manager, Construction Manager, School Board, Administration, Architect, & Committee Members	Capital Projects & General Fund	Superintendent & School Board
Wait out Objection Period.	Wait Out	July 2017	August 2017	N/A	N/A	Superintendent
Architect Designs Project & Performance Financing Steps.	Design & Financing	August 2017	December 2017	Bond Counsel, Financial Manager, Construction Manager, School Board, Superintendent, & Architect	Project Funds	Superintendent
Authorize, Advertise, Receive and Accept Construction Bids.	Advertising & Bid Acceptance	January 2018	March 2018	Bond Counsel, Financial Manager, Construction Manager, School Board, Superintendent & Architect	Project Funds	Superintendent
Sell Bonds	Bonds Sale & Construction	April 2018	May 2018	Bond Counsel, Financial Manager, Construction Manager, School Board, Superintendent & Architect	Project Funds	Superintendent
Advertise 2019 Debt Service for Phase 1 in Budget Process.	Budget Advertisement	August 2018	October 2018	Superintendent	General Fund	Superintendent
Perform Construction.	Construction	June 2018	Until Complete	Skilled Trades	Project Funds	Superintendent
Commence Debt Service.	Debt Repayment	December 2019	Until Complete	Taxpayers	Debt Service Funds	Superintendent

Facilities & Finance Goal 3: Rossville Consolidated School District will develop a marketing plan.

Measurable Objective: Market the school so that the District student population equals 1100 students.

Strategy: The District will recruit students.

Activity:	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Develop an orientation program for potential families (Training for Student Ambassadors).	Group Presentations/ Individual Presentations	Fall 2015	Spring 2016	Administration/ Teacher/Coaches	N/A	Administration/ Teachers/ Coaches
Research and expand Rossville Schools' social media presence.	Posting on Social Media	Fall 2015	Ongoing	Social Media Sites	N/A	Administration/ Teachers/ Coaches
Update website to make it more user friendly and continually up to date.	Development of Stronger Web Presence	June 2015	Ongoing	Updated District Web Page, Consistent Calendar Updates	\$2,000	School Staff
Create a newsletter to recruit students.	Newsletter	March 2016	Ongoing	Newsletter Development, Printing, and Postage	General Fund	Administration

Facilities & Finance Goal 4: Rossville Consolidated School District will attempt to maintain a General Fund and Rainy-Day Fund balance between 8.5% and 10%.

Measurable Objective: Maintain a General Fund and Rainy-Day Fund balance between 8.5% and 10%.

Strategy: Implement a plan of review and transfer of funds as available and resources allow.

Activity:	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Annually review Rainy-Day Fund balances.	Review & Transfer if Applicable	November 2015	Ongoing	Superintendent & Treasurer	N/A	School Board
Annually review General Fund balances.	Review & Report	January 2016	Ongoing	Superintendent & Treasurer	N/A	School Board

Curriculum and Instruction Goal 1: Rossville Schools will map standards K-12.

Measurable Objective: Completed standard curriculum mapped vertically and horizontally K-12

Strategy: District Improvement Committee will plan activities.

Activity:	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Establish a District Improvement Committee.	Program Development	August 2015	Ongoing	N/A	N/A	Administration
Offer professional development by the Curriculum Mapping Product Company.	Professional Development	September 2015	December 2015	Release Time	General Fund	K-12 Staff and Administration
Establish an action plan for mapping curricular areas specific for elementary and middle/high school.	Planning	January 2016	May 2016	N/A	N/A	District Improvement Committee
Develop common language for ELA and Math CCRS.	Planning	January 2016	May 2016	N/A	N/A	School Improvement Teams
Map out the ELA CCRS vertically and horizontally.	Mapping	August 2016	May 2017	Instructional Planning Time, Morning Work Times, and Release Time	General Fund	Appropriate K-12 Staff
Map out the Math CCRS vertically and horizontally.	Mapping	August 2017	May 2018	Instructional Planning Time, Morning Work Times, and Release Time	General Fund	Appropriate K-12 Staff
Map out all other curricular areas vertically and horizontally.	Mapping	August 2018	May 2019	Instructional Planning Time, Morning Work Times, and Release Time	General Fund	Appropriate K-12 Staff
Implement, review, and revise maps as they are completed.	Mapping	August 2017	May 2020	Instructional Planning Time, Morning Work Times, and Release Time	General Fund	Appropriate K-12 Staff, School Improvement Teams & District Improvement Committee

Curriculum and Instruction Goal 2: Rossville School District will increase K-12 curricular offerings.

Measurable Objective: Curricular offerings at each school will be increased by the 2019-2020 school year.

Strategy: Rossville School District will plan to add more curricular offerings.

Activity:	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Rossville guidance department will create a survey for recent graduates, current juniors & seniors and a parent survey for curricular offerings.	Planning	August 2018	September 2018	N/A	General Fund - High School Supplies & Materials Account	Guidance Department
Rossville guidance department will conduct the survey and analyze the needs of the students and research feasibility.	Planning/ Analyzing	September 2018	December 2018	N/A	N/A	Administration/ Guidance Department
Rossville guidance will share information with the staff and Board of Education to determine additional curricular offerings.	Sharing	May 2019	May 2019	N/A	N/A	Administration/ Guidance Department/Staff
Rossville Administration will recommend additional curricular offerings to the RCSD Board of Education.	Recommendation	May 2019	May 2019	N/A	N/A	Administration
RCSD Board of Education will determine offerings.	Planning	September 2019	May 2020	Staffing	General Fund	Board of Education



Curriculum and Instruction Goal 3: Rossville Schools will utilize evidence-based bullying program(s).

Measurable Objective: Evidence-based bullying program(s) will be utilized by all schools by the 2016-2017 school year.

Strategy: Administration develops a plan of action for implementation of evidence-based bullying program(s).

Activity:	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Rossville Administration will investigate different evidence-based bullying programs used by various school systems.	Planning	August 2015	October 2015	N/A	N/A	Administration
Rossville Administration will investigate Positive Behavior Intervention Supports (PBIS) which the State of Indiana promotes.	Planning	August 2015	December 2015	N/A	N/A	Administration
Rossville Administration will evaluate and share results with K-12 staff.	Sharing	January 2016	February 2016	N/A	N/A	Administration
Rossville Schools will adopt evidence-based bullying program(s) for grades K-12.	Sharing/ Adoption	March 2016	March 2016	N/A	General Fund	All Staff
Rossville Staff will be trained in the adopted evidence-based bullying program(s).	Professional Development	March 2016	August 2016	Possible Release Time/Other Work Times	General Fund	Administration and Staff
Rossville Administration and staff will offer three meetings to inform parents of the new bullying program(s).	Implementation	July 2016	July 2016	N/A	N/A	Administration and Staff
Rossville Schools will initiate the adopted evidence-based bullying program(s).	Implementation	August 2016	Ongoing	N/A	N/A	All Staff
Rossville Administration will evaluate yearly results and make necessary changes to programming to meet the needs of our students, staff, and patrons.	Evaluate	December 2016	Ongoing	N/A	N/A	Administration

Curriculum and Instruction Goal 4: Rossville Schools will investigate an alternative MS/HS schedule for delivering instruction.

Measurable Objective: Rossville Schools will develop a collection of alternative MS/HS schedules from similar schools that could be implemented by winter 2017.

Strategy: Create an Administration Survey.

Activity:	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Rossville Middle/Senior High School will create a survey to send to area schools that are similar in size to RCSD to share their schedules.	Planning	August 2017	September 2017	Survey Monkey	General Funds	MS/HS Administration
Rossville Administration will conduct the survey and evaluate survey results.	Investigation	September 2017	October 2017	Survey Monkey	N/A	MS/HS Administration
Rossville Administration will share results with the District Improvement Team and RCSD Board of Education.	Sharing	November 2017	December 2017	N/A	N/A	MS/HS Administration

Student & Staff Performance Goal 1: Rossville Consolidated School District will offer professional development that addresses the art and science of teaching.

Measurable Objective: RCSD will provide relevant professional development (PD) that addresses state mandates and staff needs.

Strategy: Identify and address the PD needs of staff.

Activity:	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Survey the staff to identify current and future PD needs.	Survey	May of each year	May of each year	N/A	N/A	School Improvement Teams
Plan PD sessions based on survey and state requirements.	Planning and Implementation	May of each year	September of each year	\$10,000	General	School Improvement Teams
Evaluate PD sessions.	Evaluation	After each PD activity	Ongoing	N/A	N/A	School Improvement Teams

Student & Staff Performance Goal 2: Rossville Consolidated School District will create opportunities for professional development that align with needs indicated in the evaluation tool.

Measurable Objective: Increase communication between teachers and administration concerning evaluation tool.

Strategy: Increase knowledge and understanding of the evaluation tool.

Activity:	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Monitor teacher and administrator use of the local evaluation tool (Standard for Success).	Evaluation	August 2015	Ongoing	N/A	N/A	Teachers, Administration
Offer professional development in areas of need.	Professional Development	August 2015	Ongoing	\$3,000	General Fund	School Improvement Teams
Modify tool if a need exists.	Review and Revise	August 2016	Ongoing	N/A	N/A	Administration, Teachers

Student & Staff Performance Goal 3: Rossville Consolidated School District will develop consistent evaluation tool(s) for classified staff.

Measurable Objective: Evaluation instruments will be presented and approved by the School Board.

Strategy: Create and implement an evaluation tool.

Activity:	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Review and revise existing job descriptions.	Review and Revise	September 2015	October 2015	N/A	N/A	Classified Staff/ Administration
Investigate other evaluation tools used by other districts.	Research	September 2015	November 2015	N/A	N/A	Administration
Evaluate outside evaluation tools.	Evaluation	September 2015	November 2015	N/A	N/A	Administration
Engage classified staff in development of evaluation tool.	Development	October 2015	December 2015	N/A	N/A	Classified Staff/ Administration
Develop/modify evaluation tool.	Development	December 2015	May 2016	N/A	N/A	Administration
Implement evaluation tool for classified staff.	Implementation	August 2016	Ongoing	N/A	N/A	Administration

Student & Staff Performance Goal 4: All schools in the Rossville Consolidated School District will improve or maintain their grade ratings of an “A.”

Measurable Objective: IDOE school report cards for all schools will be an “A.”

Strategy: Improve teaching methods that will be reflected in an improvement in statewide standardized test scores

Activity:	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Utilize Curriculum Mapping.	Mapping	August 2017	May 2018	Release Time	General Fund	Teachers
Analyze maps (data) to identify incongruences in instruction.	Analysis	August 2018	June 2019	10,000 (Sub Pay for Release Time)	General Fund	Teachers, Administration
Identify process standards that will lead to increased understanding of curriculum.	Analysis	August 2018	Ongoing	5,000 (Professional Development)	General Fund	Teachers, Administration

Strategy: Improve graduation rates

Activity:	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Identify at-risk students early to recapture credit deficiencies.	Analysis	August 2015	Ongoing	N/A	N/A	Guidance & Administration
Increase remediation course offerings to assist in regaining credits and/or be proactive in strengthening basic skills in both math and English/Language Arts.	Program Development	August 2015	Ongoing	\$100,000	General Fund	Guidance, Administration, & Teachers
Involve parents of at-risk students to assist in the students’ success.	Community Involvement	August 2015	Ongoing	N/A	N/A	Guidance, Administration, & Teachers
Create alternative plans to assist struggling students in achieving credits for graduation.	Program Development	August 2015	Ongoing	\$30,000	N/A	Guidance & Administration

Strategy: Improve College and Career Readiness

Activity:	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Increase percentage of students earning a 3, 4, or 5 on AP exams.	Analysis	August 2015	Ongoing	N/A	N/A	Teachers, Administration, & Guidance
Increase percentage of students earning dual-credit.	Implementation	August 2015	Ongoing	N/A	N/A	Guidance & Administration
Increase percentage of students earning an industry certificate.	Implementation	August 2015	Ongoing	N/A	N/A	Guidance, Administration, & Teachers

Student & Staff Performance Goal 5: Rossville Consolidated School District will increase/maintain College and Career Readiness Achievement for K-12 students.

Measurable Objective: Rossville students will be college and career ready.

Strategy: Rossville students will have the knowledge and skills needed to make appropriate college and career choices.

Activity:	Activity Type	Begin Date	End Date	Resource Assigned	Source of Funding	Staff Responsible
Analyze Career and College Readiness data produced by statewide standardized testing.	Analysis	September 2015	Ongoing	N/A	N/A	Guidance, Administration
Analyze SAT/ACT/Accuplacer data.	Analysis	September 2015	Ongoing	N/A	N/A	Guidance, Administration
Develop career investigation/interest opportunities at elementary/middle/high levels.	Program Development	September 2015	September 2019	Software	General Fund	Guidance, Careers Staff, Administration
Explore other models of college and career readiness at other schools.	Community Outreach	September 2015	May 2017	N/A	N/A	Guidance, Administration
Utilize area businesses/colleges to help stimulate interest in various careers.	Program Development	September 2016	May 2017	N/A	N/A	Guidance, Administration
Develop mentorship program to assist students in their college and/or career choices.	Research	September 2016	May 2018	Training	N/A	Guidance, Administration