

Northeast Dubois School Improvement Plans

2019-2023

Vision Statement:

Students will graduate from our school system as passionate, lifelong learners prepared to be productive citizens.

Strategic Issue #1: Make learning meaningful, appropriately rigorous, innovative, and engaging.

NE Dubois Jr/Sr High School (1545):

NDJSHS Goal #1: Students will experience learning activities that cross the SAMR model line, moving above substitution and augmentation into modification and redefinition.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Continued use of activities that cross the SAMR line.	Teachers	Teachers Students	Steck on Tech Other tech PD needed by individual teachers	October 2019-May 2022	Teacher Evaluation Data

NDJSHS Goal #2: Support students in connecting their learning (activities) to the world around us/them.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Utilize cross-curricular	Teachers	Teachers	Explore ways to provide shared	Explore 2019-2020 Implement	Increased implementation of

instruction.			planning time.	2020-2022	cross-curricular projects -- teacher evaluation data
Utilize project based activities.	Teachers	Teachers Students	Planning Time Magnify Learning Training	Winter 2020 & Summer 2021 opportunities for training	Increased implementation of project based activities -- teacher evaluation data
Create a connection to something/ someone outside the school building.	Teachers	Teachers Students	School - Career Partnerships Industry Representatives	October 2019 - May 2022	Increased involvement between students and industry and career stakeholders/r representatives -- teachers track activities

NDJSHS Goal #3: Both students and teachers will experience higher levels of joy in teaching and learning.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Hands-on activities	teachers	Teachers and students	Planning time	October 2018-May 2022	Re-survey students with High School Student

					Learning Survey
Shared Planning / Collaboration Time for Teachers	principal	Teachers	Explore ways to provide shared planning time.	Explore 2019-2020 Implement 2021-2022	Increased implementation of cross-curricular projects -- teacher evaluation data

Northeast Dubois Intermediate School (1549):

NDIS Goal #1: Students will experience learning activities that cross the SAMR model line; moving above substitution and augmentation into modification and redefinition.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Project based activities	Teachers	Teachers	Technology	Ongoing	Student level of technological advancement

NDIS Goal #2: Connect student learning activities to the world around us and/or utilize cross-curricular instruction (project based learning) one time per semester.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Require one cross curriculum assignments per semester	Team Teachers	Team	Classroom resources	Per Term	Survey students on cross curricular engagement

NDIS Goal #3: Students will experience appropriately differentiated instruction to meet individual learning needs.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Students will chart their own learning using pre & post tests	Teachers	Teachers Principal Students	Pre & post test data within classroom	Semester 1 & Semester 2	Students will see how their learning progressed throughout the year

NDIS Goal #4: Both students and teachers will experience higher levels of joy in teaching and learning.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Increase the number of convocations	Counselor, Principal, Club leaders	Students & Staff	Money, Grants, Time	2016-2022	Student Survey
Spirit Activities to support extra curricular activities	Student Counsel, Beta Club	Club Leaders	Time	2016-2022	Spirit Competitions Results

Northeast Dubois Elementary (1577):

NDES Goal #1: Students will experience learning activities that utilize technology with the goal of reaching the next level of the SAMR model line, starting with substitution and moving towards augmentation or modification or redefinition.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Survey staff to determine current level of technology utilization based on the SAMR Model	School Improvement Plan Committee	Classroom Teachers, students, Principal,	Staff survey	September 2016 - May 2022	Survey results 6.3% = no use 62.5 % = S 25% = A 6.3% = M 0% = R
Teacher sharing utilization methods currently being used	School Improvement Plan Committee	Classroom Teachers, Principal	Staff meeting time allocation	October 2016 - May 2022	Update survey responses
Teachers implement learning opportunities that integrate the SAMR Model	Teachers	Teachers, Students	Time, Technology Prof. Dev., Documents of SAMR activities	October 2016 - May 2022	SAMR model activities in use and shared at staff mtgs

NDES Goal #2: Elementary students in grades 1- 2 will increase their fluency to grade level expectations or a minimum 30 word improvement from the previous year.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
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Update fluency data	Principal	Teachers, students	Fluency data	Sept 2016 - May 2022	Compare student progress
Monthly fluency strategies that are being utilized	Teachers	Teachers, students	Time allocated at staff meetings, Teacher Resources for improving fluency	Sept 2016 - May 2021	Compare student progress

NDES Goal #3: Students will experience appropriately differentiated instruction to meet individual learning needs.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Survey staff on current remediation practices	School Improvement Committee	Teachers	Survey	Sept 2016 - Oct. 2022	Analyze results
Teachers participate in book study on Differentiation & the Brain by Sousa & Tomlinson	Principal	Teachers	Books for all teachers	Staff mtgs Oct. 2016 - May 2017	Notes & conversations from monthly staff mtgs
Track progress Moby Max	Teachers	Teachers	Moby Max program, time, ipads	Sept 2016 - May 2022	Analyze program results
Track progress in IXL	Teachers	Teachers	IXL program, time, ipads	October 2017 - May 2022	Analyze program results

NDES Goal #4: Both students and teachers will experience higher levels of joy in teaching and learning.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Staff Survey	Principal	Teachers	Google Form ipad	Jan 2017, Jan 2018, November 2019	Survey Results Jan 2017 No joy Very little joy Some joy 50% Much Joy 50%
Student Survey	Principal/Teacher	Students	Google Form ipad	Jan 2017, Jan 2022	Survey Results Jan 2017 No joy 4.2% Very little joy 13.9 % Some joy 30.1% Much Joy 51.9%
Professional Development at SIEC focused on team relationships and morale building	Principal	All Staff	Laptop/lpad	May 2017 -2022	Survey Results June 2017 (see below)

Follow-up Survey responses from Certified Staff:

How would you rate YOUR level of satisfaction with staff morale during the 2016-2017 year? SCALE: Low Satisfaction = 1 High Satisfaction = 5

(0% scored 1, 25% scored 2, 75% scored 3, 0% scored 4, 0% scored 5)

How would you rate YOUR level of joy as an individual teacher as we ended the 2016-2017 year? SCALE: No joy = 1 Lots of Joy = 4

(0 % scored 1, 8% scored a 2, 75% scored a 3, 17% scored a 4)

How would you rate the staff morale/level of joy WITHIN THE BUILDING as we ended the 2016-2017 year? SCALE: Low = 1 High = 5

(8% scored 1, 17% scored 2, 42% scored 3, 33% scored 4, 0% scored 5)

How do you anticipate the May 26, 2017 SIEC Team building workshop to impact your level of joy for 2017-2018?

SCALE: No expectations = 1 High expectations of improvements = 5

(0% scored 1, 8% scored 2, 33% scored 3, 25% scored 4, 33% scored 5)

Strategic Issue #2: Ensure students are healthy, safe, and supported.

NE Dubois Jr/ Sr High School (1545):

NDJSHS Goal #1: Train students on school safety topics.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Work with safety committee and school improvement team to identify topics of need -- Implement ALICE model for response to active shooter	Principal School Resource Officer	Principal Safety Committee School Improvement Team SRO	Meeting Times ALICE training materials ALICE certified trainers within corporation	Staff Training -- October 2019 Student Training -- 2019-2021 school year	Identified topics of need for training Updated Crisis Response plans
Conduct Annual	Principal	Principal Safety	Meeting Times Training Times	August 2019 - May 2022	Increased student

Student Safety Training		Committee School Improvement Team	Training Materials from School Safety Academy		awareness of safety concerns and how to respond
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NDJSHS Goal #2: Increase social supports for students in a proactive manner.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Continued Implementation of Natural Helpers Program	Social Worker	Social Worker Teachers Students Identified as Natural Helpers Crisis Connection	Meeting Time	October 2016-May 2019	Reduction of Referrals to Social Worker
Implement Homeroom mentorship	Principal	Principal Teachers	Planning Time	August 2019-May 2022	Reduced number of semester Fs Increased attendance for at-risk students
Focus on SEL Competencies	Principal Social Worker	Principal Social Worker Teachers		Survey staff to identify area of weaknesses -- September 2019 Incorporate SEL lessons for students	More resiliency demonstrated by students. Decreased student in crisis referrals to social worker

				-- October 2019 & ongoing	
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Northeast Dubois Intermediate School (1549):

NDIS Goal #1: Increase participation in extracurricular activities.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Encourage student involvement in extracurricular activities	Certified & Classified Staff	Certified & Classified Staff	Knowledge of extracurricular activities available	Ongoing	% increase in the number of students involved in extracurricular activities
Post activities to social media	Camille Berg Ryan Case	Camille Berg Ryan Case	Knowledge of extracurricular activities available	Ongoing	% increase in the number of students involved in extracurricular activities
Email students regarding upcoming extracurricular activities	Camille Berg	Camille Berg	Knowledge of extracurricular activities available	Ongoing	% increase in the number of students involved in extracurricular activities

NDIS Goal #2: Decrease discipline referrals from year to year.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
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Communicate the importance of respect	Ryan Case	Ryan Case	Microphone Time Student Body	Ongoing	% decrease of discipline referral.
Implement Respect and empathy activities into classroom meetings on Friday	Classroom Teachers	Classroom Teachers	Classroom Resources Classroom Meeting time	Fridays	% of decreased bullying incidents reported
Educate students on the use of the tip line	Camille Berg Ryan Case	Camille Berg Ryan Case	Active Tip Line	Ongoing	% increase in # of calls to the tip line

NDIS Goal #3: Increase communication.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Utilize Message Center more frequently	Certified Staff	Certified Staff	Skyward	Ongoing	% increase of messages sent from the message center
Utilize Student email addresses more	Certified Staff	Certified Staff	Skyward	Ongoing	% increase in the email message sent to students

NDIS Goal #4: Increase awareness of SEL and implement strategies to prevent behavior issues.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Professional Development for Staff	Principal	Teachers	Books for teachers; Online Professional Development	Oct 2020 - May 2021	Notes and Conversations from monthly staff meetings

Northeast Dubois Elementary (1577):

NDES Goal #1: Increase communication with parents.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Facebook	Principal, tech teacher	Staff	Time, Tech Access	Sept 2016 - May 2022	Parent participation
Remind	Principal, Teachers	Staff	Time, Tech Access	Aug 2016 - May 2022	Parent sign up
Utilize Message Center more frequently	Certified Staff	Certified Staff	Skyward	Ongoing	% increase of messages sent from the message center
Newsletters/ Assignment Sheets	Teachers	Teachers	Time, Tech Access	Aug 2016 - May 2022	Parent input

NDES Goal #2: Decrease use of restraint/seclusion room.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
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Track use of restraint/seclusion room	Sp Ed Teachers	All Staff	Tracking Log	Aug 2016 - May 2022	Analyze log: 34 entries for 2015-2016 19 entries for 2016-2017
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DES Goal #3: Foster teacher/student relationships

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Part	Principal	Teachers	Books for teachers	Aug 2017 - May 2021	Notes and Conversations from monthly staff meetings

DES Goal #4: Increase awareness of SEL and implement strategies to prevent behavior issues.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Professional Development for Staff	Principal	Teachers	Books for teachers; Online Professional Development	Oct 2020 - May 2021	Notes and Conversations from monthly staff meetings

Strategic Issue #3: Foster active participation and ownership of learning and behavior

NE Dubois Jr/Sr High School (1545):

NDJSHS Goal #1: Increase attendance rate for at-risk students.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Implement Homeroom mentorship	Principal	Principal Teachers	Planning Time	August 2019-May 2022	Reduced number of semester Fs Increased attendance for at-risk students
Utilize Project Attend	Attendance Officer Principal	Attendance Officer Principal		August 2019-May 2022	Increased attendance for at-risk students

NDJSHS Goal #2: Improve student ownership and responsibility for learning.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Implement Student Resource Time (SRT)	Principal	Teachers Special Education Assistants		Year 1 2019-2020	Reduced number of semester Fs

140 survey responses - January 2017

Do you take ownership and responsibility for your own learning?

Always 44 - 31.4%
 Often 59 - 42.1%
 Sometimes 30 - 21.4%
 Seldom 3 - 2.1%
 Never 4 - 2.9%

I help track my own learning progress.

Always 13 - 9.4%
 Often 34 - 24.5%

Sometimes 53 - 38.1%
 Seldom 21 - 15.1%
 Never 18 - 12.9%

Northeast Dubois Intermediate School (1549):

NDIS Goal #1: Improve student ownership and responsibility for learning.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Survey Students	Andy Chinn	Andy Chinn	Data Surveys	Ongoing	Study Data, make informed decisions on data
Survey Staff	Andy Chinn	Andy Chinn	Data Surveys	Ongoing	Study Data, make informed decisions on data
Survey Parents	Andy Chinn	Andy Chinn	Data Surveys	Ongoing	Study Data, make informed decisions on data

141 Responses - January 2017

Do you take responsibility for your own learning?

Always 73 - 51.8%
 Often 45 - 31.9%
 Sometimes 21 - 14.9%
 Seldom 1 - 0.7%
 Never 1 - 0.7%

I help track my own learning progress.

Always 55 - 39.6%
 Often 50 - 36.0%
 Sometimes 25 - 18.0%

Seldom 4 - 2.9%
 Never 5 - 3.6%

NDIS Goal #2: Increase attendance rate from previous year.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Utilize Project Attend	Ryan Case	Ryan Case Camille Berg	Dubois Co. Circuit Judge	Ongoing	% of students referred to Project Attend
Issue Attendance Letters Regularly	Ryan Case	Ryan Case Camille Berg	Skyward	Ongoing	% of attendance letters issued yearly

Northeast Dubois Elementary (1577):

NDES Goal #1: Improve student ownership and responsibility for learning.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Survey Students	Andy Chinn	Students	Survey	Ongoing	Completed student surveys
Survey Parents	Andy Chinn	Parents	Survey	Ongoing	Completed parent surveys
Survey Staff	Andy Chinn	Staff	Survey	Ongoing	Completed staff surveys

216 Responses - January 2019

Do you take responsibility for your own learning?

Always 121 - 56.6%
 Often 37 - 17.3%
 Sometimes 48 - 22.4%

Seldom 6 - 2.8%
 Never 2 - 0.9%

I help track my own learning progress.

Always 40 - 18.9%
 Often 45 - 21.2%
 Sometimes 39 - 18.4%
 Seldom 9 - 4.2%
 Never 79 - 37.3%

NDES Goal #2: Maintain attendance rate of 97.0%.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Create log with attendance data	Principal, Secretary	All Staff	Attendance Records	Aug 2019 - May 2022	Yearly Attendance report Increase in daily attendance
Attendance Incentives	All staff	All Staff	Attendance Records, Incentives	Aug 2019 - May 2020	Analyze attendance data

Strategic Issue #4: Support student achievement on standardized tests

(The percentage of students meeting academic standards under the ISTEP program)

[NE Dubois Jr/Sr High School \(1545\):](#)

NDHS Goal #1: Increase percentage of students who qualify for graduation without a waiver.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Utilize Homeroom Remediation Programs to Increase Graduation Exam Pass Rates	Principal	Principal Homeroom Remediation Teachers	Apps Other remediation resources	August 2019-May 2022	Decreased percentage for students utilizing the waiver process to qualify for graduation
Implement Homeroom mentorship	Principal	Principal Teachers	Planning Time	August 2019-May 2022	Reduced number of semester Fs Increased attendance for at-risk students

Northeast Dubois Intermediate School (1549):

NDIS Goal #1: Increase our Pass+ Rate on ELA and Math ISTEP tests in all grade levels.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Continue to develop and implement a high ability program	Rick Gladish	Ben Nowotarski Camille Berg	High ability funds	Continual	Increased Pass + Scores

Northeast Dubois Elementary (1577):

NDES Goal #1: Students will show growth on the ISTEP test from their grade 3 performance to their grade 4 performance. Teachers will also use Cogat testing and iReady to show growth in students grades K-2.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Gather & study baseline grade 3 ILEARN data	Principal	Teachers & Principal	ISTEP data	Sept, 2019-May, 2022	Data binder
Teachers will use RTI times to focus on areas of weakness based on ILEARN data	Teachers	Teachers	RTI Materials	Nov., 2019-May 2022	Lesson plans
Compare ILEARN data from grade 3 to 4 to show improvement in individual student performance (decrease # of DNPs, increase # of P and P+).	Principal	Teachers	ISTEP data	Nov., 2019-May 2022	Data binder

NE Dubois CORE VALUES

- Work ethic - giving your best effort
- Integrity - doing the right thing
- Respect - thinking and acting in a positive way about yourself and others
- Leadership - using your influence in positive ways
- Compassion - standing with and caring for others
- Accountability - taking responsibility for your actions

- Citizenship - law abiding
- Optimism- believing in a hopeful future
- Joy - finding happiness
- Service - contributing to our community
- Humility - showing that you do not think of yourself as better than others
- Trustworthiness - being honest and keeping your word