# Northeast Dubois School Improvement Plans 2020-2023

## 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 |

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|---|---|---|---|---|---|
| instruction. | | | planning time. | 2020-2022 | cross-curricular projects -- teacher evaluation data |
| Utilize project based activities. | Teachers | Teachers Students | Planning Time<br><br>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<br><br>Industry Representatives | October 2019 - May 2022 | Increased involvement between students and industry and career stakeholders/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 |

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| | | | | | 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<br>6.3% = no use<br>62.5 % = S<br>25% = A<br>6.3% = M<br>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 | IXLprogram, 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/Ipad | 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<br>School Resource Officer | Principal<br>Safety Committee<br>School Improvement Team<br>SRO | Meeting Times<br>ALICE training materials<br>ALICE certified trainers within corporation | Staff Training -- October 2019<br>Student Training -- 2019-2021 school year | Identified topics of need for training<br><br>Updated Crisis Response plans |
| Conduct Annual | Principal | Principal<br>Safety | Meeting Times<br>Training Times | August 2019 - May 2022 | Increased student |

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|---|---|---|---|---|---|
| Student Safety Training | | Committee School Improvement Team | Training Materials from School Safety Academy | | awareness of safety concerns and how to respond |

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 |

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| | | | | -- October 2019 & ongoing | |

## 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<br><br>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 |

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