



Mission

Preparing Students for Success in a Complex and  
Changing World

Vision

Creating a Climate of Achievement in Partnership with an  
Engaged Community

Values

Learning  
Community  
Equity

## St. Joseph School District (SJSD) Continuous Strategic Improvement Plan

### **1. Visionary Leadership will guide the St. Joseph School District's Continuous Improvement and Innovation Methods**

- 1.1 The SJSD BOE will ensure the implementation and effectiveness of the CSIP monthly
- 1.2 The SJSD BOE will comply with all ethical, legal, regulatory, and accreditation requirements
- 1.3 The SJSD BOE and SJSD Administration will enforce all policies related to legal and professional ethics equitably
- 1.4 The BOE will monitor the effectiveness of the SJSD's Mission, Vision, and Values (MVV) by workforce segment.

### **2. Each Student is Being Prepared to be Success Ready Every Day in the St. Joseph School District**

- 2.1 SJSD Success Ready Index - ensure students meet their annual criteria as measured by the Success Ready Index
- 2.2 Social and Emotional Index - ensure students meet their annual criteria as measured by the Social and Emotional Index
- 2.3 21st Century Learning Assessment - ensure students meet their annual criteria as measured by the 21st Century Learning Assessment

### **3. The SJSD is a Happy Place to Learn and Work**

- 3.1 A positive SJSD Climate and Culture will be ensured through engaged and hopeful students, engaged and high-quality staff, and engaged families and stakeholders.
- 3.2 Attract and retain teachers & staff
- 3.3 Increase to base on salary schedule
- 3.4 Hiring additional staff members approximately 6-9 each year to reduce classroom size and add supports
- 3.5 Partner with strong universities and nonprofit organizations to build a predictable pipeline of diverse, highly skilled new employees through Grow Your Own program
- 3.6 The SJSD Communications Department will develop a communications plan that will engage the school community and St. Joseph community in respectful, productive two-way communication by October 1, 2022.

### **4. Regardless of Background, ALL students are SUCCESS READY**

- 4.1 SJSD Access and Opportunity Index - ensure students meet their annual criteria as measured by the SJSD Access and Opportunity Index
- 4.2 Success Ready Index Gap Reduction - ensure all students meet their annual criteria as measured by the SJSD Success Ready Index Gap.

**CSIP Goal/Department Goal #1**

Visionary Leadership will guide the St. Joseph School District's continuous improvement and innovation methods.

**SMART Goal**

The SJSD will meet from July of 2022 to June of 2023 every month to review the implementation and effectiveness of the CSIP as monitored by the SJSD Balanced Scorecard.

1.1.1 KPI - Balanced Scorecard Measures in October, January, May with EOY of 175 points.

Month	Topic
July - Retreat	CSIP, MSIP 6 Deadlines, Updates, Onstrategy
August -	Index Measures, Balanced Scorecard
September	Student Services and Academic Services TL10, *CC2, L10
October	Balanced Scorecard/MOSIS/BOY Data
November	Culture and Climate CC3, CC4, DB3, DB4
December	Effective Teaching and Learning and Instructional Practice TLI TL2 TL3 TL5TL6 TL8
January	Balanced Scorecard/MOY Data
February	Personnel TL8 L2 L4 L7
March	Access and Opportunity EA1, EA2, EA3, EA4 - SE Index, AO Index
April	Communication Review L8
May	Balanced Scorecard/EOY Data
June	Continuous Improvement Results and Revisiting CSIP 2024

**Rationale**

Using this approach (i.e., monthly meetings), the BOE will better understand both the processes and data that give visibility to the effectiveness of the CSIP.

**Evidence Based Strategies**

- 1.1 The SJSD BOE will ensure the implementation and effectiveness of the CSIP monthly
- 1.2 The SJSD BOE will comply with all ethical, legal, regulatory, and accreditation requirements
- 1.3 The SJSD BOE and SJSD Administration will enforce all policies related to legal and professional ethics equitably
- 1.4 The BOE will monitor the effectiveness of the SJSD's Mission, Vision, and Values (MVV) by workforce segment annually

**MSIP Indicators**

Leadership, Alignment of Curriculum, Assessment, and Standards, Effective Teaching and Learning, Collaborative Climate and Culture, Data-Based Decision Making, Equity and Access.

Funding Source: local funds

**SJSD Goal # 1 Action Plan**

Action Steps	Start Date	Person Responsible	Resources	Complete/Date
30-300 days (see meeting schedule in SMART Goals)	July 2022	SJSD BOE Superintendent All Departments Stakeholders	SJSD Budget Allotments for FY2023	June 2023
Long Range  June 2023 - July 2023 -Review Plans for FY24 -Establish SY24 SJSD Scorecard KPI value	June 2023	SJSD BOE Superintendent All Departments Stakeholders	SJSD Budget Allotments for FY2024	July 2024

<p><b>CSIP Goal/Department Goal #2</b> Each student is being prepared to be success ready every day in the St. Joseph School District.</p>
<p>SMART Goal Each Student will show growth from BOY to EOY in the 75% category on each of the Success Ready Index, Social Emotional Index, and 21st Century Learning Assessment</p>
<p>Rationale</p> <p>Using this approach (i.e., indexes based on annual, diagnostic, survey, nominal, ordinal, interval, and ratio metrics), the SJSD can monitor the academic preparation and well-being of each student at an individual, classroom, building and district level. The progress (or lack thereof) will provide data to intervene and improve instruction and administer relevant support.</p>
<p>Evidence Based Strategies</p> <ul style="list-style-type: none"> <li>• 2.1 SJSD Success Ready Index - ensure students meet their annual criteria as measured by the Success Ready Index</li> <li>• 2.2 Social and Emotional Index - ensure students meet their annual criteria as measured by the Social and Emotional Index</li> <li>• 2.3 21st Century Learning Assessment - ensure students meet their annual criteria as measured by the 21st Century Learning Assessment</li> </ul>
<p>MSIP Indicators Effective Teaching and Learning/Data-Based Decision Making/Alignment of Standards, Curriculum, and Assessment</p>
<p>Funding Source: local funds</p>

**SJSD Goal # 2 Long Range Action Plan**

Action Steps	Start Date	Person Responsible	Resources	Complete/Date
Long Range Establish new index goals for SY24	June 2024	Superintendent Academic Services	SJSD Budget Allotments for FY2024	July 2024

**CSIP Goal/Department Goal #3**

The SJSD is a happy place to learn and work

**SMART Goals**

- 3.1.3 KPI - Increase Q12 Engagement from 30% to 35%
- 3.1.6 KPI - Increase percentage of hopeful students from 36% to 41%
- 3.1.7 KPI - Increase percentage of engaged students from 41% to 46%
- 3.1.5 KPI - Increase rating of district from B- to A- by stakeholders on climate and culture survey
- 3.1.8 KPI - Increase percentage of teachers' value perception of Core Collaborative focused professional development to from 90% to 95%
- 3.1.11 KPI - Attendance will increase from 75% to 85% by June 1, 2023
- 3.6.2 The SJSD Communications Department will engage students, staff, parents and community in attendance, academic goals, and graduation rate goals at 30+stories a quarter.

**Rationale**

By improving engagement, hope and using data to drive planning, the SJSD departments can collaboratively improve both the working and learning environment.

**Evidence Based Strategies**

- 3.1 A positive SJSD Climate and Culture will be ensured through engaged and hopeful students, engaged, high-quality staff, and engaged families and stakeholders.
- 3.2 Attract and retain teachers & staff
- 3.3 Increase to base on salary schedule
- 3.4 Hiring additional staff members approximately 6-9 each year to reduce classroom size and add supports
- 3.5 Partner with strong universities and nonprofit organizations to build a predictable pipeline of diverse, highly skilled new employees through Grow Your Own program
- 3.6 The SJSD Communications Department will develop a communications plan that will engage the school community and St. Joseph community in respectful, productive two-way communication by October 1, 2022.

**MSIP Indicators**

Collaborative Climate and Culture/Data-Based Decision Making

Funding Source: local funds

**SJSD Goal #3** Action Plan

Action Steps	Start Date	Person Responsible	Resources	Complete/Date
30/45 Days  1. Department Plans Complete to include goals tied to each KPI under Goal #3 2. Gallup Q12 Inservice	August 2023	Superintendent Assistant Superintendents Department Directors	Department FY23 Budgets	September 2023
60/90 Days  Department Goal Collaboration based on Q12 and Student Gallup Poll	September 2023	Superintendent Assistant Superintendents Department Directors	Department FY23 Budgets	November 2023
Long Range 1. Establish Baseline for Climate and Culture Survey 2. Use Data for Planning 3. SWOT Analysis for Planning	January 2024	Superintendent Assistant Superintendents Department Directors		June 2024

<p><b>CSIP Goal/Department Goal #4</b> Regardless of Background, ALL students are SUCCESS READY in the St. Joseph School District.</p>
<p>SMART Goal</p> <p>The EOY gap will be &lt; or = 8% on the Student Success Ready Index The Access and Opportunity Index Baseline will be established by October 2023.</p>
<p>Rationale</p> <p>By using a gap analysis approach, all student segments/types can be evaluated to better understand next steps in programmatic, curricular, instructional, intervention, support, and well-being aspects for each SJSD student.</p>
<p>Evidence Based Strategies</p> <ul style="list-style-type: none"> <li>• 4.1 SJSD Access and Opportunity Index - ensure students meet their annual criteria as measured by the SJSD Access and Opportunity Index</li> <li>• 4.2 Success Ready Index Gap Reduction - ensure all students meet their annual criteria as measured by the SJSD Success Ready Index Gap.</li> </ul>
<p>MSIP Indicators</p> <p>Effective Teaching and Learning/Data-Based Decision Making/Alignment of Standards, Curriculum, and Assessment, Equity and Access</p>
<p>Funding Source: local funds</p>

**SJSD Goal #4** Action Plan (SJSD Goal #2) 30-300 days Short Term Plan

Action Steps	Start Date	Person Responsible	Resources	Complete/Date
Long Range Establish new index gap goals for SY24	June 2024	Superintendent Academic Services	SJSD Budget Allotments for FY2024	July 2024



