

## Vermont Continuous Improvement Plan

### LEA: Rutland City Public Schools

**LEA Continuous Improvement Plan Contact Name: Robert Bliss**

**LEA Continuous Improvement Plan Contact Email: rbliss@rcpsvt.org**

**Collaborative Stakeholders Represented:** List the names and roles of representative stakeholders involved in developing the Continuous Improvement Plan (e.g., school board members, students, parents, teachers, administrators, CTE partners, mental health agency representatives, and other community members). Strive to ensure diverse voices are part of the planning process.

<i>Name</i>	<i>Role</i>
<i>Bill Olsen</i>	<i>Superintendent</i>
<i>Rob Bliss</i>	<i>Assistant Superintendent</i>
<i>Ted Plemenos</i>	<i>CFO</i>
<i>Pam Reed</i>	<i>Director of Equity and Inclusion</i>
<i>Justine Ruhlin</i>	<i>Principal, NE Primary School</i>
<i>Christy Colutti</i>	<i>Past Principal, NW Primary School</i>
<i>Kerry Course</i>	<i>Principal, Rutland Intermediate School</i>
<i>Rob Becker</i>	<i>Principal, Rutland Middle School</i>
<i>Greg Schillinger</i>	<i>Principal Rutland High School</i>
<i>Jessica Henderson and Sharon Napolitano</i>	<i>Asst Principals for student SVCS at NW and NE</i>
<i>Lindsey Riter and Megan Martin</i>	<i>Assistant Principals at RIS</i>
<i>Meaghan Marsh</i>	<i>Assistant Principal at RMS</i>
<i>Steve Sampson, Bianca McKeen, and Jen Wigmore</i>	<i>Assistant Principals at RHS</i>
<i>Scott Corbett</i>	<i>Director at Allen Street Campus</i>
<i>Melissa Connor and Kate Bosnich</i>	<i>Director and Asst. Director at Stafford Technical Center</i>
<i>Abby Brodowski</i>	<i>Recovery Coordinator/English Teacher</i>

<i>Cathy Solsaa,</i>	<i>Board Members</i>
<i>Dana Johnson, Lorraine Bargmann</i>	<i>Instructional Coaches</i>
<i>Marie Gilmond</i>	<i>Tapestry/Epic 21C program (After School and Summer)</i>
<ul style="list-style-type: none"> <li><i>Note: in developing our CIP, we took input from community members and stakeholders related to “recovery” and the future of our schools and district. We received 94 responses from multiple stakeholder groups. (Collecting names was not included, unless an individual offered to be contacted)</i></li> </ul>	<i>Students, Family Members, Community Members, Teacher, School Staff, Admin, School Board Member, Guardian Ad Litem, NAACP, Outright VT, Changing Perspectives (equity organization)</i>

## Continuous Improvement Plan Development

1. List your prioritized Goals, Strategies, Measures, and Resources to support implementation based upon your [Comprehensive Needs Assessment](#) and [Data Inventory](#)
2. You must have at least one Safe and Healthy Schools goal and one Academic Achievement goal. You can identify additional goals, but it’s best practice to limit your CIP goals to a manageable number to implement and measure.
3. Analytical tools from the [Comprehensive School Improvement Toolkit](#) and [VTmtss Framework Tools](#), may be useful in this work

Required Component	Prioritized SU/SD Goal	Prioritized Strategies/Change Ideas	Measures	Human, material, and fiscal resources supporting implementation
Safe and Healthy Schools	<ol style="list-style-type: none"> <li>1. Implementation of safety audit recommendations (Rob Evans)</li> <li>2. As measured by VYP survey, 75% of students at RMS and RHS who take the survey will report they feel safe at school (up from 40% in 2019)</li> </ol>	<ol style="list-style-type: none"> <li>1. Strategic and linear approach to specific tasks as outlined in audit</li> <li>2. RMS community building work with Tarrant Institute</li> </ol>	<ol style="list-style-type: none"> <li>1. Completion of checklist</li> <li>2. Framework and Curriculum in advisories and teams by August 31, 2023</li> </ol>	<ol style="list-style-type: none"> <li>1. Safety Team</li> <li>1. PBIS Team</li> <li>2. Contract with Tarrant Director of Student Engagement at RMS.</li> </ol>

Required Component	Prioritized SU/SD Goal	Prioritized Strategies/Change Ideas	Measures	Human, material, and fiscal resources supporting implementation
Academic Achievement	Improve VTCAP scores, by cohort, by 5 % a year for the next three years.	<p>Fully implement K-12 Guaranteed and Viable Curriculum articulated in SY 24-25</p> <p>Fully implement and support k-8 Math Program</p> <p>Improved Student Engagement/Attendance.</p>	<p>VTCAP results: Increase the % of students receiving a 3 or 4 by 3%, when considering all students.</p> <p>Benchmarks:</p> <ol style="list-style-type: none"> <li>1. Instructional core and programs in place and aligned by June 2024</li> <li>2. Local assessments and benchmarks in fall of 2024</li> </ol>	<p>K-12 Curriculum Coach K-6 Content coaches 7-12 Teacher leaders and Dept Heads K-6 Teacher Leaders Stipends for additional work beyond contract for teams of teachers. Targeted PD in UDL and Standards based instruction. Interventionists MTSS team ESSER-backed counselors/engagement coordinators</p>
Support equitable K-12 experience for all students	Serve all students in Tier 1. 100% of our K-8 students are from “Marginalized populations”.	High quality Tier 1. Aligned instruction K-12 Data team survey of school-level perceptions	VT CAP 2025 Local Assessments (Fastbridge) SIS Data on behavior School surveys	All local faculty and staff

If you would like to include goals specific to an individual school and/or have more SU/SD goals, you can create additional rows.

**Equity Supports (required if your SU/SD or a specific school is eligible for Equity Supports)**

If any schools in your LEA—or the LEA as a whole—are eligible for equity supports, please list which of the goals or strategies above address a reason for the eligibility. If none of the goals or strategies address eligibility, please identify a separate goal or strategy for each entity eligible for supports.

Eligible LEA or School	Prioritized Goal	Prioritized Strategies/Change Ideas	Measures	Human, material and fiscal resources supporting implementation
<b>Rutland High School</b>	<b>Address Academic Proficiency – Decrease % of 9<sup>th</sup> grade students who do not earn a full compliment of credits in freshman year by 10% by June 2025.</b>	<b>Credit recovery, personalized pathways (school within a school, foundational coursework targeted MTSS)</b>	<b>SIS Data  Local assessments</b>	<b>Credit recovery personnel.  Time for MTSS articulation</b>
<b>Rutland Middle School</b>	<b>Address Academic Proficiency – 100% of 8<sup>th</sup> Grade students achieve passing grades in all 8<sup>th</sup> grade prioritized standards and courses by June 2025</b>	<b>Aligned K-12 curriculum and delivery. Formative assessment at hinge points in learning. Targeted MTSS and intervention in Math.  K-12 Aligned Curriculum  Continue to establish engaging and inclusive school-community.</b>	<b>2024 and 2025 VTCAP  Local screener and fastbridge</b>	<b>Math interventionist and tutoring beyond day.  Math programming  Student Engagement Coordinator</b>
<b>Rutland Intermediate School</b>	<b>Address Academic Proficiency – On the 2025 VTCAP 5% increase/year for three years</b>	<b>Focus on high quality tier one instruction and aligned delivery in SY 24 25</b>	<b>2025 VTCAP  Local screener, F and P, and fastbridge</b>	<b>Lit and Math Coaches  Daily 5 training and support  Tutoring beyond day.</b>

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Add additional rows, if needed

**Plan Evaluation and Revision**

Describe the process of how you evaluate the implementation of plans and results achieved. How is this information used to revise plans to ensure you are achieving your desired results?

Process of Evaluating the Implementation and Results of your Continuous Improvement Plan
<p><b><u>Safe and Healthy Schools:</u></b>  <b>Checklist review and meeting with RCPS Combined Safety Team to view results and direct.</b>  <b>YRBSw and PDSA Process</b></p> <p><b><u>Academic Achievement:</u></b></p> <p><b>Track progression of K-12 curriculum Project for hitting timelines and benchmarks, and full implementation as measured in Sup and Eval process and walk-through data.</b>  <b>Track benchmarking for growth and correlation/predictability of VTCAP scores.</b>  <b>Track VTCAP scores on summative and one interim assessment, prior to summative.</b></p>

