

# **Northeast Dubois School Improvement Plans**

## **2024-2028**

### **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.

<b>Strategies</b>	<b>Person Responsible</b>	<b>Persons Involved</b>	<b>Resources Needed</b>	<b>Timeline</b>	<b>Evaluation</b>
Continued use of activities that cross the SAMR line.	Teachers	Teachers Students	Steck on Tech Other tech PD needed by individual teachers	October 2024-May 2028	Teacher Evaluation Data

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

<b>Strategies</b>	<b>Person Responsible</b>	<b>Persons Involved</b>	<b>Resources Needed</b>	<b>Timeline</b>	<b>Evaluation</b>
Utilize cross-curricular	Teachers	Teachers	Explore ways to provide	Explore 2024-25 Implement	Increased implementation of

			shared		
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instruction.			planning time.	2026-28	cross-curricular projects -- teacher evaluation data
Utilize project based activities.	Teachers	Teachers Students	Planning Time  Magnify Learning Training	Winter 2024 & Summer 2025 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 2024 - May 2028	Increased involvement between students and industry and career stakeholders -- 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 2024-May 2028	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 2024-25 Implement 2025-28	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

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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	2024-2028	Student Survey
Spirit Activities to support extra curricular activities	Student Counsel, Beta Club	Club Leaders	Time	2024-2028	Spirit Competitions Results

**Northeast Dubois Elementary (1577):**

NDES Goal #1: 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 2024 - May 2028	Compare student progress
Monthly fluency strategies that are being utilized	Teachers	Teachers, students	Time allocated at staff meetings, Teacher Resources for improving fluency	Monthly	Compare student progress

NDES Goal #2: Students will experience appropriately differentiated instruction to meet individual learning needs.

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
School wide MTSS and Title I services	Principal;	Teachers	Remediation curriculum	Sept 2024 - May 2028	MTSS Meetings and iReady data
Monthly MTSS meetings	Reading Coach	Principal; Teachers; Reading Coach; SPED; Co-op as needed	Data from MTSS, Iready, etc.	Monthly	Notes & conversations from monthly mtgs
Track progress iReady	Teachers	Teachers	Moby Max program, time, ipads	Sept 2024 - May 2028	Analyze program results

**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
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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 Improvem en t Team SRO	Meeting Times ALICE training materials ALICE certified trainers within corporation	Staff Training -- October 2024 Student Training -- 2024-25 school year	Identified topics of need for training  Updated Crisis Response plans
Conduct Annual	Principal	Principal Safety	Meeting Times Training Times	Annually	Increased student

Student Safety Training		Committee School Improvem en t 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
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Continued Implementation of Natural Helpers Program	Social Worker	Social Worker Teachers Students Identified as Natural Helpers Crisis Connection	Meeting Time	Ongoing	Reduction of Referrals to Social Worker
Implement Homeroom mentorship	Principal	Principal Teachers	Planning Time	Ongoing	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 2024 Incorporate SEL lessons for students	More resiliency demonstrated by students. Decreased student in crisis referrals to social worker

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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.**

<b>Strategies</b>	<b>Person Responsible</b>	<b>Persons Involved</b>	<b>Resources Needed</b>	<b>Timeline</b>	<b>Evaluation</b>
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
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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	Ongoing	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 2024 - May 2028	Parent participation
Parent Square	Principal, Teachers	Staff	Time, Tech Access	Aug 2024 - May 2028	Parent participation
Smore School Newsletter	Principal	Principal	Time, Tech Access	Aug 2024 - May 2028	Parent input
Newsletters/ Assignment Sheets	Teachers	Teachers	Time, Tech Access	Aug 2024- May 2028	Parent input

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

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Track use of restraint/seclusion room	Sp Ed Teachers	All Staff	Tracking Log	Aug 2024 - May 2028	Analyze log: 34 entries for 2015-2016 7 entries for 2022-2023

DES Goal #3: Foster teacher/student relationships

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Incorporate Morning Meetings/ Authentic Discussions with students	Teachers	Teachers Students	N/A	Aug 2024- May 2028	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	Professional Development	Training June 2024	Notes and Conversations from monthly staff meetings

Increase Student Awareness of Regulation Skills	Principal	Teachers	New rotation to teach SEL strategies	August 2024-May 2028	Track Behavior incident lo
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**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 2024-May 2025	Reduced number of semester Fs Increased attendance for at-risk students
Utilize Project Attend	Attendance Officer Principal	Attendance Officer Principal		August 2024-May 2028	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
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Implement Student Resource Time (SRT)	Principal	Teachers Special Education Assistants		Year 1 2024-25	Reduced number of semester Fs
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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
Observation of Classrooms	Principal	Students	N/A	Ongoing	Visual observation to see if students are engaged

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	Ongoing	Yearly Attendance report Increase in daily attendance

**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
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Utilize Homeroom Remediation Programs to Increase Graduation Exam Pass Rates	Principal	Principal Homeroom Remediation Teachers	Apps Other remediation resources	ongoing	Decreased percentage for students utilizing the waiver process to qualify for graduation
Implement Homeroom mentorship	Principal	Principal Teachers	Planning Time	Ongoing	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 standardized tests

Strategies	Person Responsible	Persons Involved	Resources Needed	Timeline	Evaluation
Students will take BOY, MOY, and EOY iReady assessments to indicate growth	Teacher	Students	iReady iPad	August 2024- May 2028	iReady data analysis
2nd grade students will opt-in to take IREAD-3	Principal	Teachers Students Reading Coach	iPads	March 2024-May 2028	IREAD-3 Score analysis

**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