School Improvement Plan

School:	La Harpe Community School District
Year:	2024-2025
Date Completed:	2 May 2024
School Board Approval Date:	16 May 2024

School Improvement Planning Team	
Name	Title/Role
Shaila Ayer	School Psychologist
Ashley Cox	Parent/Teacher
Nichelle Pence	Community Member/Teacher
Ryan Hopper	Assistant Principal
Janet Gladu	Superintendent
Ashlee Goettsche	Guidance Counselor
Susan Pratt	Special Education Teacher
Susan Bray	Title I Teacher/Director
Julie Garrison	Teacher

Illinois Continuous Improvement

Identify local needs
- Identify a school leadership team
- Build a stakeholder advisory group
- Conduct a school level needs assessment
- Conduct a root cause analysis
- Present results to the stakeholder advisory group

Examine, reflect and adjust course
- Analyze and update the following elements within the school improvement plan:
  - SMART goals
  - Key activities, milestones, timelines, funding sources, and people responsible for implementation
  - Local assessment(s) to measure academic progress
  - Monitoring plan that includes all SMART goals

Plan for school improvement
- Develop a school improvement plan with the following elements:
  - SMART goals
  - Key activities, milestones, timelines, funding sources, and people responsible for Implementation
  - Local assessment(s) to measure academic progress
  - Monitoring plan that includes all SMART goals

Implement and monitor
- Communicate the school improvement plan to all stakeholders
- Implement the school improvement plan
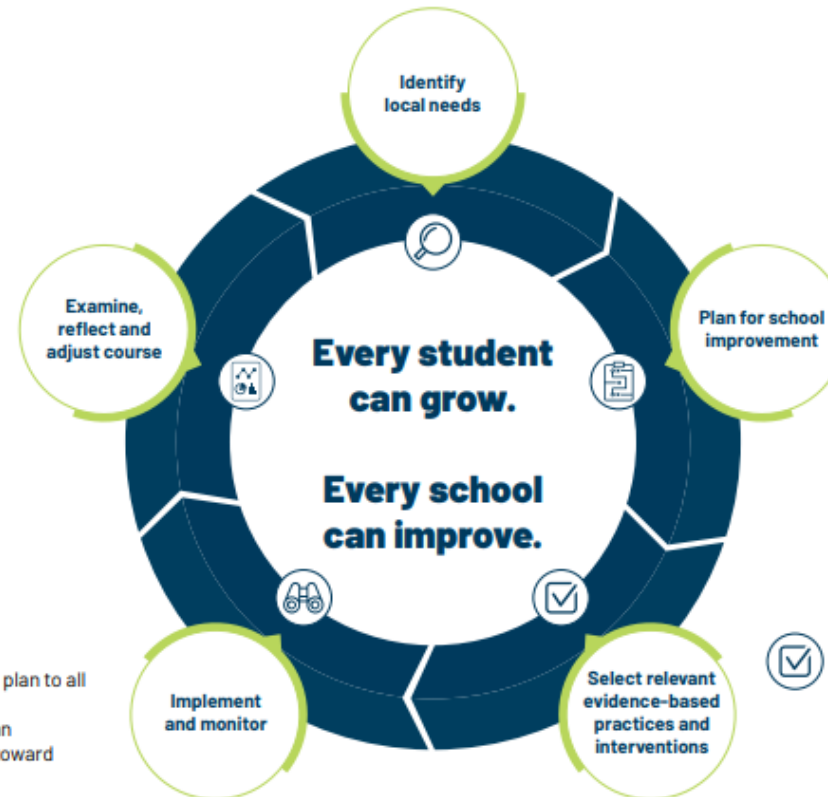- Monitor implementation and progress toward SMART Goals

Select relevant evidence-based practices and interventions
- Confirm evidence-based practices align with ESSA
- Identify approved learning partner(s)

Every student can grow.

Every school can improve.

This step is meant to focus on the IL School Designation(s), and the draft goal(s) should reflect a focus on the designation, the reasons for the designation, and the data that support it.

DIRECTIONS: Complete the empty boxes below to Identify Local Needs and begin to Plan for School Improvement. See the School Improvement Plan examples provided. (Example 1 and Example 2)

School Designation
Planning Year -Targeted – Low Income Students

Reason for Designation (e.g., CWD, all students, Low Income)
All students have performed lower than expected across standards testing – specifically our low income students.

What other data sources, besides state testing, do you have available that will help you analyze the root cause for this designation?
Classroom assessments, classroom observations, AIMSweb testing, STAR testing, attendance data, and AR tests

Based on the data source review, which areas should be a priority in this school improvement plan to make an impactful change to the designation?
Priority 1: Recruit, hire, and retain fully certified staff in all subject areas.
Priority 2: Adopt high quality core curriculum in math, ELA, and science for grades K-8.
Priority 3: Provide high quality instruction and differentiation in the general education classroom for all student with classroom assistants in all classes K-4.

This step will help your team set SMART goals.

DIRECTIONS: Complete the empty boxes below to evaluate your SMART Goals and Select Relevant Evidence-based Practices and Interventions. See The Importance of SMART Goals.

Goal #1: By the Fall of 2024, 100% of students will be taught by fully licensed and certified staff members in all core areas.

SMART Goal Evaluation	
☒ Specific	Clear and concise
☒ Measurable	Has measurement goal
☒ Achievable	Administration is actively recruiting
☒ Relevant	Relates to district issue

☒ Time-bound	Within one semester

This step will help your team develop an action plan and identify key activities that will support your SMART goals. Be sure to work through all the steps, including measures and baseline data for monitoring.

DIRECTIONS: Complete the empty boxes for each goal below (and on the following pages) to support the implementation and monitoring of the selected key activities. See SIP example 1 and SIP example 2.

Name of Assessment:

GOAL #1

By the Fall of 2024, 100% of students will be taught by fully licensed and certified staff members in all core areas.

What key activities will you and your team need to take to reach this goal?

Key Activity	By whom	By when
1. Post all open position on various job boards.	Superintendent	Immediately when position open
2. Attend job searches at local areas	Administration	When available
3. Create working relationship with local universities.	Administration	Fall 2023

What resources do you already have to support executing these key activities?

District already utilizes job banks. District has understanding of who to contact to create relationships.

What (if any) additional expenses are associated with executing these key activities? What funding source will cover these expenses?

Associated Expense (Budget Detail)	Is this a one-time purchase/short-term expense or ongoing investment?	Possible Funding Source to Support Expense (e.g., Title I 1003; IDEA; Title II; Title I)
Job bank subscription	Annual expense	Title I/II
Career fairs	One-time at time of fair	Title I/II

What support and/or information do you need (from beyond your own team) to implement these key activities? How will you get it? (e.g., District Office, Learning Partner, Special Education)

Contact information for local universities to current teacher preparation programs.

What are 1-2 measures (qualitative or quantitative) you can use to monitor implementation of your action plan over the next four weeks? If using local assessments to monitor your goal, please list them here. (*i.e., how will you know that it is done? Who is responsible for monitoring the progress of these measures?*)

- Data to show when job bank utilized
- Data to show how many potential candidates visit job fair
- Administration is responsible for monitoring

This step will help your team monitor the implementation and progress towards SMART goals. Using the data sources/local assessments listed on the previous pages, your team can show how your efforts are moving toward improvement.

DIRECTIONS: Complete the empty boxes below, to help monitor progress on your goal. Duplicate this table as needed for each Key Activity identified for Goal #1.

Key Activity: Job Bank/boards		

Data Source/Local Assessment:		Assessment Measure
Print off of posted jobs		
Frequency of Measure		Person Responsible for Updating Data
Monthly		Administration

	Data	Change (Indicate +/- difference from previous entry)
Baseline	2 jobs posted	
Frequency 1		
Frequency 2		
Frequency 3		
Comments on Progress		

Essential Question:
What does this data tell us about the utilization of job boards?
What does this data tell us about the reach/depth of our postings?
What can we change to make our postings more attractive to certified teachers?

Data Source/ Adult Practice Measure (How will changes in adult practice be monitored and measured?)		
Career Faris		
Frequency of Measure		Person Responsible for Updating Data
Semi-Annual		Administration

	Data	Change (Indicate +/- difference from previous entry)
Baseline	0 fairs attended	
Frequency 1		
Frequency 2		
Frequency 3		
Comments on Progress		

Essential Question:
How many job fairs have been offered in the region?
How many job fairs has the district attended?
What are the barriers from attending the job fairs?

This step will help your team set SMART goals.

DIRECTIONS: Complete the empty boxes below to evaluate your SMART Goals and Select Relevant Evidence-based Practices and Interventions. See The Importance of SMART Goals.

Goal #2: By the spring of 2025, 40% of low income students in grades K-8 will score at or above the 40th percentile as measured by AIMSweb reading scores.

SMART Goal Evaluation	
☒ Specific	
☒ Measurable	
☒ Achievable	
☒ Relevant	
☒ Time-bound	

This step will help your team develop an action plan and identify key activities that will support your SMART goals. Be sure to work through all the steps, including measures and baseline data for monitoring.

DIRECTIONS: Complete the empty boxes for each goal below (and on the following pages) to support the implementation and monitoring of the selected key activities. See SIP example 1 and SIP example 2.

Name of Assessment:

GOAL #2

By the spring 2025, 40% of the low-income students in grades K-8 will score at or above the 40th percentile as measured by AIMSweb reading scores.

What key activities will you and your team need to undertake to reach this goal? This is your Action Plan.

Key Activity	By whom	By when
1. Professional learning to improve evidence-based and high-leverage practices for low-income students.	All staff	Monthly during SAT meetings
2. Implement high quality ELA curriculum for all students.	All staff	Adopt curriculum through the 2023-2024 school year.
3. Conduct learning walks.	Administration & SAT team	Analyze data monthly during SAT meetings.

What resources do you already have to support executing these key activities?

Weekly SAT meetings after school, monthly early release days, weekly meetings for staff, and teacher institute days.

What (if any) additional expenses are associated with executing key activities? What funding source will cover these expenses?

Associated Expense (Budget Detail)	Is this a one-time purchase/short-term expense or ongoing investment?	Possible Funding Source to Support Expense (e.g., Title I 1003; IDEA; Title II; Title I)
Stipends for SAT team	Ongoing	School Improvement Grant
Professional Learning to support implementation of new practices	Single or multiple sessions for the school year to be determined by needs of the staff.	School Improvement Grant

High quality ELA curriculum	Single for the purchase of adopted curriculum	School Improvement Grant
Substitute teachers for release time	Ongoing	School Improvement Grant

What support and/or information do you need (from beyond your own team) to implement these key activities? How will you get it? (e.g., District Office, Learning Partner, Special Education)
Access to high quality professional development. Assistance in selecting high quality, researched based curriculum.
What are 1-2 measures (qualitative or quantitative) you can use to monitor implementation of your action plan over the next four weeks? If using local assessments to monitor your goal, please list them here. (*i.e., how will you know that it is done? Who is responsible for monitoring the progress of these measures?*)
- Peer learning walks focused on observing evidence of the selected practices.   - Administration will monitor implementation of the selected practices.   - Weekly SAT meetings will be used to monitor the progress of the goals.