

Improvement Plan Report

A detailed activity report of the district team’s work on the improvement plan including assessments, plans, tasks, monitoring, and implementation information, omitting the details of the tasks.

Lincoln School District

Conditions for Learning		
Meeting the changing needs of a diverse student population to ensure various learning approaches and learning styles are addressed		
Indicator	CL12 - All district personnel work effectively and equitably with racially, culturally, linguistically, and economically diverse students.(5198)	
Status	In Plan / No Tasks Created	
Assessment	Level of Development:	Initial: Limited Development 03/30/2017
	Describe current level of development:	The equity coordinator will monitor buildings and investigate any need that arises. Ethics training on Aug 9th provided staff within training.
Plan	Assigned to:	Not yet assigned

District Context and Support for School Improvement		
Improving the school within the framework of district support		
Indicator	IA06 - The district provides schools with technology, training, and support for integrated data collection, reporting, and analysis systems.(6)	
Status	Objective Met 3/28/2016 3/30/2017	
Assessment	Level of Development:	Initial: Limited Development 09/21/2015
		Objective Met - 03/28/2016 03/30/2017
	Describe current level of development:	Provide Instructional Technology and supplemental computer aided instruction to improve teaching and learning
Plan	Assigned to:	Jana Claybrook
	How it will look when fully met:	The District will maintain a web-based program, Equity Squared, that allows for centralized management of student files for easy transition from building to building. Purchase Equity Squared software to help identify and monitor student's educational needs.
	Target Date:	06/30/2017
Implement	Percent Tasks Completed:	3 of 3 (100%)
	Objective Met Date:	3/28/2016 3/30/2017

	Evidence:	<p>3/28/2016 Each building principal and counselor has access to Equity2 student data. Sign-in sheet for refresher training on Nov 12th.</p> <p>3/30/2017 The Equity Squared software is accessible at any campus and will transition with students.</p>
	Sustain:	<p>3/28/2016 We will now enter student profiles in the Equity2 software as committee decisions are made. This profile will help streamline movement from building to building.</p> <p>3/30/2017 The continuation of one designated person per building will continue. The 504 students moving to another building will have an easy transition with all documents are immediately available upon building registration.</p>

Indicator	IA10 - The district regularly reallocates resources to support school, staff, and instructional improvement.(10)(AllDistricts)	
Status	Objective Met 6/16/2016 3/30/2017	
Assessment	Level of Development:	Initial: Limited Development 07/29/2015
		Objective Met - 06/16/2016 03/30/2017
	Describe current level of development:	Lincoln
Plan	Assigned to:	Jana Claybrook
	How it will look when fully met:	All students will improve Literacy skills based on Needs Assessment budget federal and state categorical funds to support specific areas of need, as evidenced by District-wide needs assessment: Curriculum & Instruction, Title I School-wide Programs, Professional Development, Technology Inclusion, and Parental Engagement.
	Target Date:	06/30/2017
Implement	Percent Tasks Completed:	11 of 11 (100%)
	Objective Met Date:	6/16/2016 3/30/2017
	Evidence:	<p>6/16/2016 LEADS and TLT evaluations on principals. TAP Cluster evaluations for Master teacher. Student growth scores for based of 14-15 TAP student growth reports. Elementary and Middle School scored a student growth score of a 5. We will plan next with a more targeted high school focus because they were a student growth score of a 1. We will continue to correlate teachers evaluations with student growth for PD focus.</p> <p>3/30/2017 The PD report showed the cost to be effective for the number of PD hrs achieved by certified staff.</p>

	Sustain:	6/16/2016 We will look at the teacher evaluations from 15-16 and plan next years PD based of individual instructional needs. 3/30/2017 A PD report will be generated at the end of the first semester and at the end of the school year and the administration team will monitor and do a cost analysis. This information will be used to continue this objective.
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Indicator	IA14 - The district recruits, trains, supports, and places personnel to competently address the problems of schools in need of improvement.(14)(AllDistricts)	
Status	Objective Met 8/29/2016	
Assessment	Level of Development:	Initial: Limited Development 08/18/2015
		Objective Met - 08/29/2016
	Describe current level of development:	beginning
Plan	Assigned to:	Mary Ann Spears
	How it will look when fully met:	Our goal is to maintain a highly qualified instructional staff with 100 % of our teachers meeting the state definition of HQT, and to expand the leadership capacity of our teachers.
	Target Date:	06/30/2017
Implement	Percent Tasks Completed:	5 of 6 (83%)
	Objective Met Date:	8/29/2016 1/1/0001
	Evidence:	8/29/2016 CODE individual teacher reports document average evaluation scores. Student achievement will be monitored to correlate student and teacher scores. Teacher improvement plans are signed by teacher's on improvement. Principal developed improvement plans based on individual teacher weaknesses.
	Sustain:	8/29/2016 We will continue supporting teachers in cluster to improve classroom instruction. Pinpointed PD will provided on an individual teacher basis.

Indicator	IA15 - The district allows school leaders reasonable autonomy to do things differently in order to succeed.(15)(AllDistricts)	
Status	Objective Met 6/16/2016	
Assessment	Level of Development:	Initial: Limited Development 08/18/2015
		Objective Met - 06/16/2016
	Describe current level of development:	practicing
Plan	Assigned to:	Jana Claybrook
	How it will look when fully met:	Provide Instructional Technology and supplemental computer aided instruction to improve teaching and learning
	Target Date:	06/30/2016
Implement	Percent Tasks Completed:	5 of 5 (100%)
	Objective Met Date:	6/16/2016 1/1/0001

Evidence:	6/16/2016 CWT data serves as way we are documenting the effectiveness of equipment and proper use. Targeted assistance will be provided for those teachers who are not proficient/comfortable using this equipment.
Sustain:	6/16/2016 Technology director will continue to provide a detail rotation schedule for updating technology equipment. He will also evaluate individual teachers' use of technology equipment and determine proper use.

District Context and Support for School Improvement

Taking the change process into account

Indicator	IB13 - The district monitors progress of the extended learning time programs and other strategies related to school improvement.(4542)(AllDistricts)	
Status	Objective Met 8/29/2016	
Assessment	Level of Development:	Initial: Limited Development 08/18/2015
		Objective Met - 08/29/2016
	Describe current level of development:	beginning
Plan	Assigned to:	Mary Ann Spears
	How it will look when fully met:	To help close the achievement gap in our district we will implement an extended learning model that includes after school tutoring and a SUMMER SCHOOL PROGRAM modeled after the guidelines of the Southern Region Education Board and their extensive field research. Because of changes in state allocation for CPEP programs we will also provide summer enrichment for students in need of improvement of college preparation for ACT readiness.
	Target Date:	06/30/2016
Implement	Percent Tasks Completed:	5 of 5 (100%)
	Objective Met Date:	8/29/2016 1/1/0001
	Evidence:	8/29/2016 Student credits recovered for class credit. Attendance Reports from summer school. Pre/post tests NWEA data.
	Sustain:	8/29/2016 Students who struggle in class will receive reading interventions during school year. High school counselor will monitor completed credits received during summer school for credit recovery.

District Context and Support for School Improvement

Clarifying district-school expectations

Indicator	IC02 - The district designates a central office contact person for the school, and that person maintains close communication with the school and an interest in its progress. (29)(AllDistricts)	
Status	Full Implementation	

Assessment	Level of Development:	Initial: Full Implementation 07/29/2015
	Evidence:	The District Executive Master Teacher attends all TLT meetings to monitor instructional processes throughout individual buildings.

Indicator	IC05 - The district provides a cohesive district curriculum guide aligned with state standards or otherwise places curricular expectation on the school.(32)(AllDistricts)	
Status	Objective Met 6/16/2016	
Assessment	Level of Development:	Initial: Limited Development 08/18/2015
		Objective Met - 06/16/2016
	Describe current level of development:	practicing
Plan	Assigned to:	Jana Claybrook
	How it will look when fully met:	Each teacher will provide building principal with content area pacing guides align to standards.
	Target Date:	09/04/2015
Implement	Percent Tasks Completed:	4 of 4 (100%)
	Objective Met Date:	6/16/2016 1/1/0001
	Evidence:	6/16/2016 Pacing guides for high school courses are located in the office. Pacing guides for Middle and Elementary are turned in to the building principal highlighted in a weekly lesson plans google doc.
	Sustain:	6/16/2016 We will continue providing support with outside consultants to reinforce the work from this year.

School Leadership and Decision Making

Establishing a team structure with specific duties and time for instructional planning

Indicator	ID01 - A team structure is officially incorporated into the school governance policy.(36) (AllDistricts)	
Status	Objective Met 6/16/2016	
Assessment	Level of Development:	Initial: Limited Development 08/18/2015
		Objective Met - 06/16/2016
	Describe current level of development:	beginning
Plan	Assigned to:	Mary Ann Spears
	How it will look when fully met:	Lincoln School will use the TAP system model to provide a team structure. (Administrator, Master teachers, Career teachers) Each building will utilize 2 master teachers to provide individualized PD in weekly clusters for career teachers. The master teachers will monitor career teachers IGP and provide individualized modeling, team teaching, and/or observation feedback. Career teachers will reflect/monitor IGP and provide student and teacher evidence with weekly updates.
	Target Date:	06/30/2016

Implement	Percent Tasks Completed:	2 of 2 (100%)
	Objective Met Date:	6/16/2016 1/1/0001
	Evidence:	6/16/2016 Cluster agendas are located in each building. Cluster evaluations are located in DEMENT office in the Admin building.
	Sustain:	6/16/2016 DEMT will continue to attend clusters giving detailed informal feedback weekly and evaluate with formal write up twice per year.

Indicator	ID10 - The Leadership Team regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.(45)	
Status	Objective Met 3/29/2016	
Assessment	Level of Development:	Initial: Limited Development 09/21/2015
		Objective Met - 03/29/2016
	Describe current level of development:	Each Building meets weekly in a TAP Leadership Team (TLT). The team focuses on improving student achievement through providing job-embedded professional development weekly in cluster. The teacher need is identified through classroom walkthrough data and teacher observations. Then pinpoint PD is differentiated based on the individual teacher needs.
Plan	Assigned to:	Jana Claybrook
	How it will look when fully met:	Building level school plans with cluster area focus are submitted to the DEMENT. Principals have TLT agendas entered in ACSIP plans. CODE data is used to address individual teacher for IGP refinement area.
	Target Date:	03/18/2016
Implement	Percent Tasks Completed:	2 of 2 (100%)
	Objective Met Date:	3/29/2016 1/1/0001
	Evidence:	3/29/2016 Minutes and agendas are currently available in the ACSIP plans.
	Sustain:	3/29/2016 Principals and DEMENT will continue to put TLT minutes and agendas in ACSIP.

September 06, 2017