

# **Cascade School District #422 Strategic Plan Continuous Improvement Plan 2017-18**

**The 2017-18 Cascade School District Strategic Plan-Continuous Improvement Plan was updated, reviewed and approved at the August 16, 2017 School Board Meeting.**

**District Motto:** Raising the bar from great to greater.

**District Mission Statement:** The mission of Cascade School District is to inspire all students to reach their maximum potential, become lifelong learners and be contributing, responsible citizens.

**District Vision Statement:** Cascade School will be in the top 10% of all 1A schools in the state, using the percentage of students that “Go on,” attend a post-secondary institution, as the criteria for success. Cascade School District will prepare all students to be college and career ready. All students will score at a proficient level on a College Entrance Exam prior to Graduation which will demonstrate abilities in reading, writing and math.

**District Beliefs:** We see education as a partnership between students, parents, educators and the community. We believe at Cascade School that:

- Students learn in different ways and should be provided with a variety of instructional approaches to support their learning.
- The commitment to continual improvement is imperative if the school is going to enable students to become confident, self-directed, lifelong learners.
- Everyone should embrace change while holding onto the best.
- Students should be educated for the needs and challenges of today and tomorrow in a global community.
- Success motivates individuals and everyone can be successful.
- Everyone should respect the welfare and rights of others.

**District Focus:** To ensure efficient and effective school system operational practices in the following Goals; education, facility (asbestos, HVAC, gymnasium, etc.), technology, HR (health care, staffing), transportation, safety and community.

**The Cascade School District Strategic Plan will be continuously or annually evaluated and updated by the Administration and the Cascade School Board of Trustees. This plan provides a road map to reflect our best thinking.**

## **Strategic Goals:**

- **Goal 1: Plan for the future by focusing on long range educational concerns**
  1. To align curriculum at all grade levels to the Common Core State Standards. Use Title II Funds and State Allocated Funds for Professional Development. Allocate teacher release time throughout the year to achieve this goal. Improving Curriculum at all levels will take approximately 3 years (to be completed by the spring of 2019). The School Principal, will coordinate the priorities.
  2. Planning professional development to meet the needs of the Common Core State Standards. Establish Professional Development Committee. School Principal, will coordinate the priorities.
  3. Improving the K – 6 comprehensive reading, language, writing curriculum for the 2017-18 school year. School Principal, will coordinate the priorities.
  4. Establish a committee of elementary and secondary teachers to assess the needs and evaluate math curriculum and strategies. An evaluation of the current K-12 Math curriculum will take place each spring after evaluating MAP test scores and ISAT/Smarter Balanced test scores in math. School Principal, will coordinate the priorities.
  5. Establish a committee of elementary and secondary teachers to assess the needs and evaluate K-12 Science curriculum and strategies. Priority is to purchase Science curriculum for the 2017-18 school year. An evaluation of Science Curriculum will be conducted each spring. School Principal, will coordinate the priorities.
  6. A goal to increase staffing and expand educational choices through funding increases or growth in the District, prioritize hiring additional new staff. The Superintendent and School Principal will communicate regarding staffing and other educational needs of the District. The Superintendent and School Principal will coordinate the priorities.
  7. Goal to pass a supplemental levy in March of 2019. Purpose of a supplemental levy would be to avoid the reduction of staff and evaluate the curriculum offerings for the students of Cascade.

- **Goal 2: Facility, to ensure an efficient and effective plan for asbestos abatement in the District.**
  1. Outline an adequate timeline for inspection of all sites that contain asbestos in the school.
  2. Prioritize areas and outline an adequate timeline for removal of asbestos throughout the school.
  3. Communicate with maintenance supervisor regarding progress of asbestos removal.  
Update Asbestos Management Plan.
  
- **Goal 3: Facility, to ensure efficient and effective improvement of the HVAC system.**
  1. Strategically outline a plan for making facility improvements to better utilize the effectiveness of the HVAC system.
  2. Continue to work with the City of Cascade, other agencies/businesses in Cascade and Valley County to maximize the use of the geothermal water system.
  3. Communicate with the Building Maintenance Supervisor, regarding other needs of the HVAC system.
  
- **Goal 4: Facility, to ensure efficient and effective improvement of school facilities.**
  1. To evaluate improvements to gymnasium locker-rooms, add more lockers to both boys and girls facilities.
  2. Evaluate methods for reducing electrical usage. Evaluate LED lighting when converting light fixtures. Educate employees regarding electrical usage.
  3. To evaluate improving the balcony/weight-room facility.
  4. To evaluate storage facilities in the school.
  6. Communicate and continually evaluate the school needs with Building Maintenance Supervisor.
  7. To evaluate the school purchasing and/or leasing a site for school athletics such as a football, soccer and track.
  8. To evaluate an addition to the school shop/tech area.

- **Goal 5: To ensure efficient and effective improvement in the operation of technology in the school.**
  1. Continue with ‘BYOD,’ Bring Your Own Device Program to best fit the needs of Cascade School and student use of technology.
  2. Evaluate the Security Camera System in the school to better serve the needs of the District.
  3. Evaluate the technology needs in all classrooms for student success.
  4. Provide Professional Development for technology use to all teachers.
  5. Provide Professional Development in technology use to better meet the needs of the English and Math Curriculum for student success on the MAP and ISAT/Smarter Balanced Tests.
  6. Communicate with Cascade School Technology Director, regarding needs and priorities of the District for technology.
  
- **Goal 6: To ensure efficient and effective knowledge of the Cascade School Employee Benefit Package and gain knowledge of the new Health Care Reform Laws. The purpose is to help and assist Cascade School District #422 employees.**
  1. Investigate Health Care programs to assist Cascade School District employees.
  2. The Superintendent in conjunction with the Cascade School Business Manager/Clerk, will evaluate the benefit programs the District is offering to employees.
  
- **Goal 7: To ensure efficient and effective use of school transportation and busing.**
  1. To continue to train and certify bus drivers for the District.
  2. To continually evaluate bus routes and school transportation for efficient and effective safety of students.
  3. Publish bus routes and non-transportation zones. Use of school web site for bus route information

- **Goal 8: To evaluate school safety, lockdown procedures, external entrances and teacher training for emergency situations.**
  1. To continually evaluate school safety concerns. Continue to hold safety committee meetings
  2. To evaluate the School Resource Officer position and the effectiveness of the program. This is a joint venture with the Cascade Police Department and/or the Valley County Sheriff's Department.
  
- **Goal 9: To evaluate community partnership with the school.**
  1. Continually evaluate and work to improve parent communication of school activities and student progress. Establish a parent communication committee. School Principal, will coordinate the committee.
  2. Continually evaluate the community recreational uses of the Cascade School facility and establish a partnership with the Southern Valley County Recreation District for mutual uses of each facility to best serve the community of Cascade.
  3. Evaluate adult education possibilities.
  
- **All goals will be evaluated for action to be taken, timelines for completion and resources to be allocated.**

Cascade School District Goals and results for the 2016-17 School Year.

1. 78% of all students in Grades K-3 will receive a "3" on the Spring IRI Test for the 2016-17 School Year. **This Goal was met with 81.7% proficient on the Spring 2017 IRI Test. The District has decided to raise the Goal for the 2017-18 School Year to 83%.**
2. For students that do not receive a "3" on the 2016 Fall IRI Test; 75% of those students will show improvement on the 2017 Spring IRI Test. **Improvement is defined as moving from a score of 1 to a score of 2, and moving from a score of 2 to a score of 3. This Goal was met with 85% of students that did not meet proficiency on the Fall 2016 IRI Test showed growth on the Spring IRI Test. As a District we felt raising this mark to 80% of students showing improvement was an appropriate goal for the 2017-18 School Year.**
3. The Graduation Rate for the Class of 2017 will be 90% or higher. **The Graduation Rate was met, 95% of the students Graduated. We kept the Graduation rate at 90% for the 2017-18 School Year. With such small class sizes in our district, one or two kids can swing the goal in a negative direction. The average class size in Cascade is approximately 16 – 17 students per Grade Level.**

4. 90% of the Students taking the Spring ISAT Test will increase their scores in Math by 7% or more from their 2016 scores. **This goal was not met. In Grades 7-10 for students taking the Spring ISAT Test, those students will increase their overall class proficiency level by 25%. As a District we decided it was important to look at the overall score.**
5. Student Attendance in grades K-12 will average 90% higher for the 2016-17 School Year. **This goal was met, we had an average of 91.4% attendance rate.**
6. 48% or more of the students taking the SAT (11<sup>th</sup> Grade class) in the Spring of 2017 will meet the college ready benchmark with a score of 1000 or higher. **This goal was not met, we had 28% of the students reach the college ready benchmark. As a District we decided a realistic goal for the Grade 11 students will be that 25% of students will reach a college ready benchmark.**
7. Reading and Math Benchmark Testing will occur 3 times a year; Fall, Winter and Spring. **Cascade School uses the benchmark testing to measure student growth. As a District we tested both Fall and Spring, the Winter testing was optional this year.**
8. Parent participation in parent/teacher conferences in the month of November 2016 in grades K-6 will be at a rate of 95% or higher. **This goal was met, 97.2% of the parents actively participated in the Parent Teacher Conferences for the Elementary Students. As a District we kept the same goal for the 2017-18 School Year.**
9. Parent participation in parent/teacher conferences in the month of November 2016 in grades 7-12 will be at a rate of 45% or higher. **This goal was not met, 15% of the parents actively participated the Parent Teacher Conferences for the Secondary Students. As a District we decided to keep the same goal for the 2017-18 School Year. We have changed the date and times of the conferences to engage families and make the conferences more meaningful for the 7-12 Parents.**
10. The average G.P.A. of each class in grades 7-12 during the 2016-17 School Year will be 2.75 or higher each semester. **This goal was met, the average GPA for Grades 7-12 was 2.94. As a District we felt this was a realistic goal for the secondary students and kept the average at 2.75.**

### **2017-18 Cascade School District Goals.**

#### **District Goals will be evaluated for success at the end of the 2017-18 school year.**

##### Cascade School District Goals School Year 2017-18

1. Attendance: To achieve a minimum of 90% attendance in both the Elementary School, K-6 and Secondary School, 7-12.
2. To achieve 83% of all students in grades K-3 will receive a proficient score (3) on the Spring 2018 IRI Test.
3. For students that do not receive a proficient score (3) on the Fall 2017 IRI Test, 80% of those students will show improvement on the 2018 Spring IRI Test.
4. The Graduation Rate for the class of 2018 will be at a minimum rate of 90% or higher.

5. In Grades 7-10 for students taking the Spring ISAT Test, those students will increase their overall class proficiency level by 25%.
6. 25% of the Students that take the SAT Test in the Spring of 2018 will meet college and career ready benchmark.
7. Reading and Math MAP Testing will occur 3 times a year, Fall, Winter and Spring.
8. In using the MAP Test, 85% of students in grades 2-10 will meet Growth Goals established in the Fall of 2017.
9. Parent Participation in Grades K-6 Parent Teacher Conferences in the Month of November will be at a rate of 95% or higher.
10. Parent Participation in Grades 7-12 Parent Teacher Conferences in the Month of November will be at a rate of 45% or higher.
11. The average G.P.A. of each class in grades 7-12 during the 2017-18 School Year will be 2.75 or higher each semester.