School District	# 422	Name: Cascade
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Instructions: Your Continuous Improvement Plan must include a mission statement and vision statement. Please provide them in this section. You may also provide additional information such as beliefs, philosophy, or overarching goals (all optional).

Mission and Vision -

Mission Statement:

Cascade School District Mission: Engage every student, every day in character development and rigorous education.

Vision Statement:

The Cascade School teachers and staff will:

•   Engage all students and set standards for excellence that will prepare them to be effective community members.

•   Meet as a professional learning community to collaborate with purpose, to develop high–quality learning for all.

•   Commit daily to provide opportunities that encompass the whole child through a well-rounded educational curriculum, family engagement, and community and cultural enrichment.

Values/Beliefs:

In order to advance our shared vision to engage all students and set standards for excellence, we will:

• Collaborate with one another and our students so that we can achieve our collective goals more effectively.

• Help all students achieve the intended outcomes of the curriculum with perseverance by addressing their individual needs and learning styles.

• Promote a positive school climate by modeling the qualities and characteristics that we hope to instill in our students.

• Engage students with enthusiasm coupled with high expectations.

• Communicate with all stakeholders a consistent message of positivity, purpose and dedication toward the education of our students.

• Involve parents in the education of their children by keeping them informed of student progress and offering suggestions for assisting their students.

• Monitor the results of our individual and collective efforts and use evidence of results to guide our processes of continuous improvement.

2018-19 Strategic Plan Goals

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Goal #1: Academic Achievement:
Academic SMART GOAL 1.
67% of all Cascade Students will meet their expected growth target in ELA as calculated by the Idaho Trajectory tool for the 2018-19 school year.

Academic SMART GOAL 2.
48% of all Cascade Students will meet their expected growth target in Math as calculated by the Idaho Trajectory tool for the 2018-19 school year.

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Objective 1: Cascade Schools will offer a Guaranteed Curriculum, High Quality Instruction with a system of Accountability.

Strategy #1:	Review and analyze existing curriculum in all content/grade level areas
Strategy #2:	Assure alignment to Idaho adopted Standards in all content/grade level areas
Strategy #3:	Design and implement Scope and Sequence for all content/grade level areas identifying essential standards
Strategy #4:	Work collaboratively to create individual curriculum maps for all content/grade level areas
Strategy #5:	Vertically align curriculum core content K-12, eliminating non-essential and superfluous instruction.

Accountability Reporting:
Complete Strategy #1-2 by year end 2018-19 / Strategy 3-4 by year end 2019-21 / Strategy #5 complete by year end 2021-22.

Indicators may include but are not limited to:
ISAT results
IRI (ISTATION RESULTS)
MAP Results
Interim Results
Pacing Guides
Curriculum Maps

- Weekly Collaboration Meetings with specific curriculum SMART goals
- Grade level collaboration progress reporting
- Standards alignment achieved in content areas

Objective 2: Cascade Schools will Provide Effective Instruction in every classroom

Strategy #1:	Utilize the Danielson's Framework for Teaching model to insure high quality instructional supports in every classroom
Strategy #2:	Provide professional development – Purpose: support high quality instruction in every classroom

Strategy #3:	Provide instructional framework in order to align every classroom with 21st Century practices including PLCs, standards based teaching and learning, learning targets, district and state assessments, data analysis, interventions to close learning gaps, and opportunities to accelerate learning

Accountability Reporting:
Strategy #1 - 3 complete by 2022 as evidenced by 5 years of progressive growth data reporting

Indicators may include but are not limited to:
- Elementary and Secondary Professional Learning Community Practice Data
- Annual Professional Development themes driven by learning data
- Academic achievement in all grade levels showing consistent growth annually

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Goal #2: Operations: Cascade Schools will offer well maintained facilities according to the annual Idaho Division of Building Safety recommendations. In addition, it will offer 21st Century technology, Safe and Efficient Student Transportation and a present Safe and Collaborative Culture every day.

Objective 1: Maintain an adequate operating budget to ensure fiscal integrity in the normal, day to day operation of the school facility.

Strategy #1:	The Superintendent, Business Manager and Board of Trustees will show transparency in financial reporting
Strategy #2:	Fiscal integrity in the managing of all Bonds and Levy accounts
Strategy #3:	Monthly the Superintendent and Business Manager will collaborate to assure payroll and bank statement reconciliation

Accountability Reporting:
This activity will be systematic and a standard monthly practice to be reviewed annually by the Superintendent, Business Manager and School Board.

Indicators may include but are not limited to:
- Payroll and Bank Statement Reconciliation every month
- Normal operations conducted on approved annual budget

Objective 2: Maintain and update our technology base in order to provide innovative technology and prepare all students for career, college and life beyond high school.	
Strategy #1:	Staff, teacher, and administrators use technology to perform and enhance their job duties
Strategy #2:	Establish the position and duties of Technology Director for the District
Strategy #3:	Student's use of technology is accessible and evident in every classroom and utilized to enhance learning.
Strategy #4:	Staff, teacher, and administrators training in educational technology

Accountability Reporting:
Maintain and update effective integration of technology into teaching and learning.
Provide safe and efficient administration and operation of the school district through the use of technology.

Indicators may include but are not limited to:
- Manage the district's Chromebook program
- Procure, install and manage hardware
- Secure adequate Internet bandwidth and maintain districts wired and wireless networks.
- Ensure safety, security and appropriate use of technology
- Maintain the District's website for efficient and timely communication with students and stakeholders.
- Monitor and ensure compliance with software licensing
- Configure zones and set bell schedules with building systems

Objective 3: Maintain district transportation system through consistent standardized and approved safety and maintenance schedules	
Strategy #1:	Comply with Federal DOT regulations for school bus transportation
Strategy #2:	Comply with State DOT and SDE regulations and standards for school bus transportation.
Strategy #3:	Comply with I-Bus reporting with SDE

Accountability Reporting:
State accountability reporting – I-Bus

Indicators may include but are not limited to:
- All operations compliant with SDE and I-Bus standards for reporting

Objective 4: Maintain a safe and collaborative school culture	
Strategy #1:	Staff will prioritize proactive approaches in behavior management through Behavior Response to Intervention systems approach
Strategy #2:	Staff will practice behavior management using Character Education techniques
Strategy #3:	The district will continue to support interventions and prevention systems to further reduce substance (drug/alcohol/tobacco) use and abuse
Strategy #4:	Administration and staff will regularly review district and building security plans and procedures of all facilities
Strategy #5:	Staff will continue implementing anti-bullying/harassment policies and preventions plans at every grade level

Accountability Reporting: Consistent evacuation/lock-down practice and training to include time and student accountability data.

Indicators may include but are not limited to: ● Safe and Drug Free SDE reporting ● Grade level data collection with safety account reporting ● Monthly and Annual safety training and practice in partnership with community resources

Goal #3: School and Community Relations - By Feb. of 2019, a community and parental involvement committee will be formed to include the current parent and community representation on the Leadership Team and chaired by the superintendent.

Objective 1: All Cascade School employees will engage patrons through cultural awareness and a respectful customer service environment.	
Strategy #1:	All communication to parents and the community will be easily accessible, timely, accurate and available in multiple mediums and predominant languages.
Strategy #2:	The superintendent or designee will encourage investment and partnerships with government, businesses, and community organizations to promote school to-work opportunities, academic awards, and financial resources to address school and program needs.
Strategy #3:	The district will engage the community and the staff annually by conducting formative Engagement and Satisfaction Survey(s) with the purpose of using the outcome data to direct strategic decision making and planning.

Strategy #4:	The team will engage the community and the staff in completing an engagement and satisfaction survey by January of 2019. At minimum, 60% of Cascade School District families will respond to the survey that will be used to guide the Family and Community Engagement plan for the upcoming school year. This survey will be repeated annually.

Accountability Reporting: Evidenced by collecting and reporting feedback from school communication in order to adjust desired outcomes.

Indicators may include but are not limited to:
- elementary school newsletters,
- school Facebook page reporting,
- weekly district newsletters,
- activity postings,
- parent engagement and satisfaction survey
- award banquets,
- athletic and activities.

Instructions: Per statute, your Continuous Improvement Plan must include an analysis of demographic data. Please provide be data using the table below. We encourage you to specify when the data is from and to use data from similar times of year so that it can be compared across years (most districts provide demographics data based on fall enrollment information, but this is not required). You are welcome to revise the table to provide demographics data for additional years if you would like. If there is additional contextual information about your demographics that you believe will help readers understand the students you serve (or that represent substantial changes in your demographics), we encourage you to provide that below the table.

Demographic Analysis

	2017-2018	2018-2019
Male	48%	50%
Female	52%	50%
White	92%	89%
Black/African American	2%	2%
Asian	0	0
Native American	3%	5%

Hispanic/Latino	2%	3%
Free/Reduced Lunch Program	38%	41%
Received Special Education (IEP Students)	20%	20%

Demographic Analysis Data was collected on October 18, 2017 and October 18, 2018.

Instructions: Per statute, please describe how your school district or charter school considered input from the community in developing or revising your Continuous Improvement Plan.

Community Involvement in Plan Development - REQUIRED

Community Involvement in Plan Development:

1. The Cascade School District will engage the community by implementing systematic phases in developing a five-year strategic plan. This process will include engaging students, parents, teachers and community stakeholders through a series of annual review and update surveys.

2. We have included community members in our Building Leadership Team as a part of our required School Wide Improvement Plan as an identified CSI Up school, in an effort to obtain community input.

3. We provide communications with the community through newspaper, Facebook, emails and monthly newsletters.

4. We are building partnerships with local organizations including Cascade City Council, West Central Mountains Economic Development Council, Cascade Cultural Arts Center, the Cascade Medical Center, Cascade Recreation District, 4-H Youth Development, and other local businesses.

5. Continue to have back to school events, Elementary student parent conferences, Elementary student parent nights, and invite patrons to all activities, athletics, and events.

6. Create Parent Advisory Committees to meet to discuss activities and issues connected with both elementary and secondary school for the purpose of support, safety and to build positive school climate.

7. Maintain website and Facebook page with up-to-date information (Both visual and audio access).

1. College and Career Readiness

A.   All students will be college and career ready at graduation.

- 10 % percent of student will participate in one or more advanced opportunities.

- 90% percent of students will meet benchmark status on at minimum one college entrance exam.

B.   *[Key indications/performance measures of how the performance will be monitored - Performance measures are a quantifiable assessment of the progress Cascade School District is making in achieving the goal. Performance measures must be quantifiable indicators of progress.]*

   a.   The number and percentage of students meeting the composite college ready benchmark on a college entrance exam.

   (Benchmark/<u>Measurable</u> Target)

- 90% of students will meet the benchmark.

- 20 students will meet the benchmark

   b.   The increase in the number of student who met the college ready benchmark from the previous year.

   (Score of 480 in Evidence Based Reading and Writing)

- 15% increase over the previous year.

   c.   The percentage of students participating in one or more Advanced Opportunity.

   (Advanced Opportunity enrollment numbers)

- 80% of students will meet the benchmark.

2. High School Preparedness

A.   All students will be prepared to transition from middle school / Jr. high to high school.

- 100% will complete Life Skills curriculum successfully.

B.   The number and percentage of students who scored proficient or advanced on the 8th grade mathematics and English Language Arts ISAT.

(Proficient on the ELA ISAT)

- 90 % of 8th grade students will score proficient or advanced on the English Language Arts ISAT.
- 90 % of 8th grade students will score proficient or advanced on the Math ISAT.

3.   Middle School Preparedness

A.   All students will be prepared to transition from elementary school to middle school / Jr. high school (from grade 6 to grade 7).

- 100% will complete Jr. High orientation and shadowing project successfully.

B.   The number and percentage of students who scored proficient or advanced on the 6th grade mathematics and English Language Arts ISAT.

·   (Proficient on the ELA ISAT)

- 85 % of 6th grade students will score proficient or advanced on the English Language Arts ISAT.

- 85 % of 6th grade students will score proficient or advanced on the Math ISAT.

4.   Reading Readiness

A.   All students will demonstrate the reading readiness needed to transition to the next grade.

B.   The number and percentage of students who scored proficient on the IRI.

·   (Proficient on the IRI)

- 80% of Kindergarten students will score proficient on the IRI.
- 80% of Grade 1 students will score proficient on the IRI.
- 80% of Grade 2 students will score proficient on the IRI.
- 85% of Grade 3 students will score proficient on the IRI.

5.   Student and Parent Engagement

A.   Increase student and parent engagement at all grades level through increase attendance at all grade levels.

B.   Increase in student attendance rates as a percentage of total instructional days.

C.   Students will attend at least 90% of instructional days in a given school year.

[Cascade Go On Rate report](#)