



Rush City Public Schools Strategic **ACTION** Plan

Building Strong Foundations For Successful Futures.

Review 16 July 2016
Updated 20 August 2015
Updated October 2015
Finalized November 2015

Priority Area 1: Achieve Academic Excellence

What we want to Accomplish:

- 1) Improve student achievement
- 2) Infuse technology into learning experiences
- 3) Expand electives, career exploration, and college credit opportunities
- 4) Increase participation in electives, co-curricular, and enrichment offerings
- 5) Help students identify and pursue their true passion

School Wide SMART Goal: Student achievement will be improved by aligning strategic, state required and PLC goals, supported by staff development, as measured by MCA and MAP results in the spring of 2016

School Wide SMART Goal: 60% of students in all quartiles will meet or exceed typical growth in math and reading as measured by MAP in the spring of 2016

School Wide SMART Goal: MCA Reading proficiency levels in grades 5, 7, 8 and 10 will meet or exceed state averages spring of 2016.

School Wide SMART Goal: MCA Math proficiency levels in grades 5, 6, 7 and 8 and 11 will meet or exceed state averages spring of 2016.

School Wide SMART Goal: MCA Science proficiency levels in grades 5, 8 and 10 will meet or exceed state averages spring of 2016.

School Wide SMART Goal: MCA scores for students that qualify for free / reduced lunch program will meet target growth index for 2016 in math and reading

School Wide SMART Goal: As an indicator for College and Career readiness, MCA grade 8 math proficiency will increase from 54.54 % proficient to 60% proficient in 2016.

Action Step	Resources	Person Responsible	Target Date	Completion Date
<p>1 <i>The World's Best Workforce (WBW) Plan includes 5 focus areas:</i> All students ready for kindergarten All students in third grade achieving grade-level literacy Closing the achievement gap All students career and college ready before graduation All students graduating from high school</p>	MMR Data	Superintendent Principals HS Counselor EC Coordinator	June 2016	
<p>1 Principals, Teachers, and Superintendent will review the trend data including MAP, MCA and ACT data from the past two or three school years in October 2015 and based on the data will create annual target increase to above state averages on MCA spring scores in reading and math.</p>	MAP MCA ACT MMR Grade Level/ Classroom Assessment	Superintendent and Principals	June 2015	

1 Principals and team leaders will dedicate PLC time to analyze formative assessment results, ensure alignment with curriculum standards and adjust instructional resources and strategies to meet the needs of all learners with the goal of 85% proficiency as measured by subject or curricular area assessments	PLC Collaborative Time	Principals and PLC Leaders	Monthly	
Triangulate data from MCA, MAP and Free / Reduced lunch to ensure identified students of need receive appropriate support services	Data Time to share Deeper understanding of interventions and Tiers	Mary Kurvers Teresa Dupre Principals	November 2015 To be shared in December	
Expand test taking strategies knowledge and skills for our staff and students	Staff Development Time Ben	Mary Principals Staff Development Committee	December 2015	
CE JACOBSON				
Research and plan transition to curriculum materials aligned with standards focusing on a Balanced Literacy approach. (Priority Area #1 and World's Best workforce area #2,3,)	Research materials Consult with other schools Training once materials are selected	CE Jacobson Teachers & Principal	May 1, 2016 Trainings ongoing Spring and Summer 2016	

SCRED staff will provide resources and support to teachers regarding a deeper understanding of state reading and writing standards, aligned with highly effective instructional practices and assessments	PLC Time Faculty Meeting time SCRED (Wendy time)			
Review of the English Language Arts standards will provide a comprehensive impact Pre K to grade 12 with specific follow up steps for the 2015/2016 school year				
By May 2016, 65% of 3 year olds and 92% of 4/5 year olds will be at or above target in picture naming as measured by the IGD1 data collection tool	Implement differentiated instructional strategies and research	Early Childhood Staff	May, 2016	
HIGH SCHOOL				
Support the creation and execution of the ADSIS Behavior position to accomplish reduction in student's work missing, improve attendance, and carry out restorative practices therefore reducing out of school suspensions, improving the building climate and positively impacting student learning. <i>(Priority Area # 1 and World's Best</i>		Principal		

<i>Workforce areas 3, 4 and 5)</i>				
Study Center establish specific requirements for assignment completion and engaged use of time that will in turn improve student learning and enhance teacher-student relationships as they build on success for all and the belief "failure is not an option". <i>(Priority Area # 1 and World's Best Workforce areas 3, 4 and 5)</i>		Principal		
Develop list of interventions for Tier II and III	Problem solving Team & SCRED staff			
SCRED staff will provide resources and support to teachers regarding a deeper understanding of state reading and writing standards, aligned with highly effective instructional practices and assessments	PLC Time SCRED (Jennifer) Staff development time	Principal English teachers + content teachers Jennifer PLC Leaders		
Develop a Rush City definition for College and Career ready and establish measurements	Small group work for School Board Advisory Committee	Superintendent Principals	February 2016	
Expand community expert / visits at Rush City schools such as trades	Scheduling	HS Principal Counselor	By May 2016	

Create a task force of School Board Advisory Committee members to support College and Career ready efforts at Rush City Schools	School Board Advisory Committee meeting time	Superintendent Task Force members	May 2016	
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- *PLC is an acronym for Professional Learning Communities

Division SMART Goal: Technology will enhance teaching and learning by implementing a single platform such as Schoology by June 2016 (Priority Area # 1 and 4, and World's Best Workforce areas 3, 4 and 5)

Action Steps:

Action Step	Resources	Person Responsible	Target Date	Completion Date
Dedicate staff development time to increasing skill set of all High School teachers regarding the functions and use of Schoology	Staff Development Time	HS Principal	Fall of 2015 and Winter of 2016	
Research functions of Synergy and compare / contrast with Schoology	Training from TIES and Edupoint	HS Principal Tech Team		
Establish minimum requirements for use of on-line access (for Schoology or Synergy) with the goal of single platform use for school year 2016/2017		HS Principal Tech Team Building Leadership Team Staff Development Team	May 2016	

Division SMART Goal: Increase participation in electives, co-curricular, and enrichment offerings by 4 new activities during the 2015/2016 school year

Action Step	Resources	Person Responsible	Target Date	Completion Date
Actively seek student input during lunch periods, at assemblies and through surveys to receive feedback from students about the activities we offer or should offer		Lee Rood	June 2016	
Create, advertise and execute 4 new High School activities during the 2015/2016 school year				
Create a task force of School Board Advisory Committee members to research offering of additional electives and conduct a cost/ benefit analysis	School Board Advisory Committee meeting time	Superintendent Task Force members	March 2016	

Priority Area 2: Foster a Positive and Safe Environment

What we want to Accomplish:

- 1) Ensure that students and staff are engaged, enthusiastic, and productive
- 2) Attract and retain high quality staff
- 3) Ensure that students and staff feel valued
- 4) Review and practice emergency procedures**
- 5) Investigate options to install security cameras ***Security cameras have been purchased and installed (July 2015)***

School Wide SMART Goal: All staff will be able to effectively communicate while participating in five fire drills during the 2015/2016 school year

School Wide SMART Goal: Establish a Crisis Response Team inclusive of community members by February of 2016

Action Step	Resources	Person Responsible	Due Date	Completion Date
Purchase radios, provide training and execute as communication check in during drills	Granite Electronics Radios & Training	Jeanne K	August 2015	August 2015
Expand function of crisis teams to include a communication component and use of radios	Radios Crisis Plan Consult from local experts	Superintendent Nurse Principals	December 2015	
Crisis Response team will be formed according to guidelines and protocols provided by <i>Lifelines (Hazelden Prevention Program)</i> Crisis Response Team will		Superintendent Principals Nurse Counselor	October 2015 Nov/ Dec 2015	

include staff from Rush City Schools, Local Law enforcement, Pastors and other community leaders. Team will meet at least two times per year for training, role requirements and scenario drills.	Lifelines training Meetings to establish roles and practice scenarios			
School safety emergency procedures will be known and consistently executed	Practice Drills and Feedback	Principals	April 2015	
CE JACOBSON				
A transition will be made to a PBIS (Positive Behavioral Intervention and Support) School wide expectations plan, which emphasizes a proactive approach to school discipline. (Priority Area #2) Create expectations matrix and discipline flow chart	School wide Expectations Committee PBIS Trainings at SCRED Staff Development Trainings to present components School wide Expectations Committee	CE Jacobson Teachers & Principal	June 1, 2016 Full implementation and framework ready for start of 2016-2017 school year.	

Priority Area 3: Financial Stability to Support the District Mission

What we want to Accomplish:

- 1) Maintain financial health of the district without compromising the mission
- 2) Maintain unreserved general fund balance consistent with board policy
- 3) Provide financial resources that support attractive educational programming
- 4) Impact legislation that supports equitable education funding

School Wide SMART Goal: Increase Enrollment: Superintendent will meet with City Leaders to develop a “Welcome to Rush City” package for both electronic and paper distribution highlighting the advantages of living in Rush City inclusive of the school district (*Action Steps for this goal are also found in priority area 4*)

Action Step	Resources	Person Responsible	Due Date	Completion Date
Superintendent to meet with Amy Mell and Dan Dahlberg			Fall of 2015	10/19/15
Update website	Sharpschool / Possible fee of about \$500.00	Jim Hatz & Sub Committee of SBAC	April 2016	
Create brochures to share with Realtors and business owners highlighting the school	Photos/ Print /	Superintendent & Sub Committee of SBAC	April 2016	
Post Budget summary online as well as other timely and relevant budget documents	Business Manager & Tech Director		January 2016	
Create a task force of School Board Advisory Committee	School Board Advisory Committee meeting time	Superintendent Task Force members	May 2016	Create a task force of School Board Advisory Committee

members to support improving communication from Rush City School District and promoting our school for support and potential growth				members to support improving communication from Rush City School District and promoting our school for support and potential growth
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Priority Area 4: Strengthen Community Relationships

What we want to Accomplish:

- 1) Increase community partnerships
- 2) **Utilize technology to enhance communication with all stakeholders (staff, students, parents, community)**
- 3) Increase community trust and pride in the schools

School Wide SMART Goal: To increase communication from the District Office, information from Rush City School District Office will be sent directly to parents via SchoolMessenger no less than one time per month throughout the 2015/2016 School Year

Action Steps:

Action Step	Resources	Person Responsible	Due Date	Completion Date
Create and publish a monthly newsletter from the Superintendent targeted at community information	SchoolMessenger	Superintendent	Monthly	August September
Create and distribute weekly Calendar Highlights sent directly to Rush City families			Weekly	Began end of September 2015
Create opportunity for non student community members to join SchoolMessenger distribution lists	Google Docs	Superintendent Jim Hatz Kristen Papke		August 2015 (yet would like to continually increase numbers)
Create and continually update for accuracy a "live" school calendar	SharpSchool Google	Superintendent Jim Hatz Beth S Kim S		

on the website				
Update / redesign website	SharpSchool Budget	Superintendent IF Team	May 2016	
Expand student involvement with the website photos and / or videos	Cameras iPads to record Editing support	Principals to delegate / volunteer & Director of Technology	May 2016	
Create a link to Rush City Elementary Weekly News on School Website	Parent Permission	Superintendent Tech Director Elem News Coordinator	December 2015	
Provide timely (conclusion of competition) results on our website	Twitter or Access to Activities Calendar	Superintendent & AD	November 2015	
Create a link to the Rush City Website Video	Permission from the City	Superintendent		November 2015
Create resource regarding concurrent college course and where / how the credits are transferred into colleges and universities	References Course offerings	HS Principal Counselor	February 2016	
Create a task force of School Board Advisory Committee members to create a satisfaction survey to for community members, parents, students and staff	School Board Advisory Committee meeting time	Superintendent Task Force members	March 2016	

to be distributed in March of 2016 - allowing the committee to use the results as one data point for 2016/2017 priority areas				
Create a task force of School Board Advisory Committee members to support improving communication from Rush City School District and promoting our school for support and potential growth	School Board Advisory Committee meeting time	Superintendent Task Force members	May 2016	

CE Jacobson SMART Goal: To improve and strengthen communication through teacher webpages, by having 100% of teachers using the same Google sites format (*Priority Area # 1 and 4*)

Action Step	Resources	Person Responsible	Due Date	Completion Date
CE JACOBSON				
Google Template Choice & Instruction	Google Site Demonstration Principal Mielke	CE Jacobson Teachers and Principal	November 1, 2015	
Teacher PLC time monthly devoted to trainings on components of Google Sites to include Bio, Assignment Calendar, News Updates	Guideline documents and trainings posted on the district technology page and instruction by Jim Hatz Technology Coordinator	CE Jacobson Teachers and Principal	June 1, 2015	