

2018-2019 Continuous Improvement Plan

Owen County Elementary/Primary School

01/01/2019 - 01/01/2021

SEL

Critical Initiative

Teacher and staff will be trained on social and emotional learning (SEL) through poverty simulator, trauma informed training schools, and the PREPaRE workshop.

Objective: Identify S-E barriers to student success, and provide strategies and resources to overcome them.

Activity

Poverty Simulator training

Person responsible: School/district administration

Launch Date: 01/02/2019

Required Resources:

Financial Resource:

Other Resource: Poverty Simulator kits

Activity Measure(s)

Benchmark(s)

Sign in sheets and professional development attendance sheets.

Benchmark: Poverty simulator workshop completed.

Target Date: 01/02/2019

Pre and Post training survey

Benchmark: Post training survey

Target Date: 01/07/2019

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SEL

Critical Initiative

Community partnerships will be identified and developed around supports of social and emotional needs of students.

Objective: Identify S-E barriers to student success, and provide strategies and resources to overcome them.

Activity

Community partner meeting.

Person responsible: District administration

Launch Date: 01/02/2019

Required Resources:

Financial Resource: \$100.00

Other Resource:

Activity Measure(s)

Attendance sign in records.

Benchmark(s)

Benchmark: Community partners identified

Target Date:
01/31/2019

Meeting agenda.

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SEL

Critical Initiative

All students in grades 3-12 will be administered the resiliency poll.

Objective: Identify S-E barriers to student success, and provide strategies and resources to overcome them.

Activity

Administer resiliency poll.

Person responsible: School/district administrators and counselors

Launch Date: 03/04/2019

Required Resources:

Financial Resource:
Other Resource:

Activity Measure(s)

Benchmark(s)

Resiliency polls results.

Benchmark: Poll completed.

Target Date:
03/25/2019

Student intervention plans.

Benchmark: Student intervention plans completed.

Target Date:
03/28/2019

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Recruitment and Retention

Critical Initiative

Create a positive public identity that encourages staff recruitment and retention.

Objective: Create innovative, brand-based processes and incentives to recruit and retain highly qualified staff.

Activity

Create a district marketing plan

Person responsible: District administration and board of education.

Launch Date: 01/02/2019

Required Resources:

Financial Resource: \$250.00

Other Resource: Consultant

Activity Measure(s)

Completed marketing plan.

Benchmark(s)

Benchmark: Completed marketing plan

Target Date:
03/18/2019

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Recruitment and Retention

Critical Initiative

Provide opportunities for staff camaraderie.

Objective: Create innovative, brand-based processes and incentives to recruit and retain highly qualified staff.

Activity

Develop staff social calendar.

Person responsible: District and school administration and leaders

Launch Date: 08/01/2019

Required Resources:

Financial Resource: \$1000.00

Other Resource: Community and business leader partners

Activity Measure(s)

Benchmark(s)

Completed activity social calendar .
Attendance at social events.

Benchmark: Social calendar completed

Target Date:
08/01/2019

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Recruitment and Retention

Critical Initiative

Recognize staff and teacher leaders.

Objective: Create innovative, brand-based processes and incentives to recruit and retain highly qualified staff.

Activity

Create a plan to recognizing staff leaders

Person responsible: District and school administration

Launch Date: 04/08/2019

Required Resources:

Financial Resource: \$500.00

Other Resource:

Activity Measure(s)

Benchmark(s)

Create recognition plan with list of leadership opportunities and staff leaders.

Benchmark: Completed recognition plan

Target Date:
06/28/2019

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Recruitment and Retention

Critical Initiative

Provide a structured staff induction process.

Objective: Create innovative, brand-based processes and incentives to recruit and retain highly qualified staff.

Activity

Create a teacher mentoring program

Person responsible: School, administrative, and teacher leaders.

Launch Date: 08/01/2019

Required Resources:

Financial Resource: \$1000.00

Other Resource: Harry Wong videos
teacher framework

Activity Measure(s)

Benchmark(s)

Monthly mentor meeting agendas.

Benchmark: New teacher reflections and feedback

Target Date:
05/29/2020

Classroom observations by teacher mentors/mentees.

New teacher reflections and feedback.

Written mentoring plan.

Benchmark: All mentor/mentee data collected.

Target Date:
05/15/2020

Benchmark: Completed written, mentoring plan

Target Date:
08/01/2019

Activity

Create a written, district teacher induction plan

Person responsible: District administration

Launch Date: 02/04/2019

Required Resources:

Financial Resource:

Other Resource:

Activity Measure(s)

Benchmark(s)

Completed plan

Benchmark: New teacher induction plan completed.

Target Date:
06/28/2019

Benchmark: New teacher induction activity.

Target Date:
08/01/2019

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Personalization

Critical Initiative

Implement personalized learning strategies and opportunities to increase student engagement.

Objective: Create flexible, personalized learning opportunities for all students.

Activity

Provide PD for personalized learning.

Person responsible: District and school administration.

Launch Date: 08/03/2020

Required Resources:

Financial Resource: \$2000.00

Other Resource:

Activity Measure(s)

Benchmark(s)

Activity

Invest in curriculum materials.

Person responsible: District and school administration.

Launch Date: 08/03/2020

Required Resources:

Financial Resource: \$2000.00
Other Resource:

Activity Measure(s)

Benchmark(s)

Activity

Develop common definition of personalized learning

Person responsible: School district administration and teachers.

Launch Date: 01/06/2020

Required Resources:

Financial Resource: \$200.00
Other Resource: Sample definitions and resources around personalized learning.

Activity Measure(s)

Benchmark(s)

Meeting minutes.

Benchmark:

Target Date:

Draft definition.

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Graduate Profile

Critical Initiative

Create a graduate profile with aligned goals and activities for all students pre k-12.

Objective: Provide opportunities for students to show competencies necessary to achieve their next transition.

Activity

Use focus groups to gather input for grad profile.

Person responsible: School and district administration

Launch Date: 01/02/2019

Required Resources:

Financial Resource: \$200.00

Other Resource: Graduate profile exemplars, and consultants

Activity Measure(s)

Benchmark(s)

Rosters of parent, teacher, and student focus group membership. (Including one board member per school site).

Benchmark: Focus groups identified.

Target Date:
02/04/2019

Calendar of focus group meetings.

Minutes of focus group meetings.

Graduate profile draft.

Benchmark: Focus group meetings completed.

Target Date:
05/15/2019

Benchmark: SBDM review of graduate profile draft..

Target Date:
09/18/2019

Benchmark: BOE approval of graduate profile.

Target Date:
12/16/2019

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Literacy/Numeracy

Critical Initiative

OCES teachers and students will participate in a common instructional framework that focuses on core standards, formative assessments, and planning for student engagement.

Objective: Provide a common frameworks for instruction, curriculum and assessment to ensure student success.

Activity

Conduct ELEOT to measure student engagement.

Person responsible: School and district administration.

Launch Date: 01/02/2019

Required Resources:

Financial Resource:

Other Resource:

Activity Measure(s)

Benchmark(s)

Administrative certification in ELEOT.

Benchmark: Administrators certified in ELEOT.

Target Date: 01/15/2019

ELEOT walk through reports.

Benchmark: ELEOT walk through cycle 1 complete.

Target Date: 02/15/2019

Benchmark: ELEOT walk through cycle 2 complete.

Target Date: 09/30/2019

Benchmark: ELEOT walk through cycle 3 complete.

Target Date: 12/31/2019

Activity

Teachers will use a common instructional framework

Person responsible: Classroom teachers		Launch Date: 01/02/2019
Required Resources:		
Financial Resource: \$2000.00		
Other Resource:		
Activity Measure(s)	Benchmark(s)	Target Date:
Professional Growth Plans.	Benchmark: Staff professional growth plans completed.	09/27/2019
Professional Development record of participation.		
Teacher reflections.		
TPGES evaluations	Benchmark: Professional development completed.	08/15/2019
	Benchmark: Initial teacher reflections completed.	09/27/2019
	Benchmark: TPGES observations completed.	03/31/2020

Activity

Vertical content meetings.

Person responsible: Building administration and teacher leaders.

Launch Date: 06/03/2019

Required Resources:

Financial Resource:

Other Resource:

Activity Measure(s)

Benchmark(s)

Vertical meeting agendas.

Benchmark: Vertical content meetings completed.

Target Date:
06/21/2019

Highlighted standard sets that identified content that was taught in the previous year(1 per teacher).

Benchmark: Highlighted content standard given to next grade level.

Target Date:
06/21/2019

Benchmark: midyear vertical content meetings completed.

Target Date:
01/06/2020
