

**BEMIDJI AREA SCHOOLS**  
**2014-2015 Building School Improvement Plans**  
**Due to Kathy Palm: October 24, 2014**

This Building School Improvement Plan format combines school improvement and staff development goals into one cohesive plan. For each school improvement goal there must be a staff development goal(s). The building principal is responsible for forwarding this information to the site team and staff development chairs. By June 2015, each building team will be asked to report their success in meeting their school improvement and staff development goals. The final building reports will appear in the 2014-2015 Annual Report on Curriculum, Instruction, and Student Achievement. Schools must align their goals with the Bemidji Area Schools Aims & Goals. Buildings may articulate both academic and culture goals, but this process will be more manageable if site teams limit themselves to two or three SMART (Specific, Measureable, Attainable, Results based & Time bound) goals. Your school improvement plan does not need to be long.

**DRAFT--Bemidji Area Schools 2014-2015 District Aims & Goals—DRAFT**

**AIM 1      Highest Levels of Student Success**

**Goal A      Reading:**

By 4%      In Bemidji Area Schools district-wide the “All Students” group will increase their proficiency of 60.6% in the Spring of 2014 to 64.6% in the Spring of 2015 and to 68.6% in the Spring of 2016 as measured by the MCA in Reading for students enrolled October 1.

Goal A1      Bemidji Area Schools district-wide will close achievement gaps for the following subgroups as measured by the MCA in Reading:

By 6%      Special Education students’ proficiency will improve from 27.9% to 33.9% in Spring 2015.

American Indian students’ proficiency will improve from 37.7% to 43.7% in Spring 2015.

Free and Reduced Lunch students’ proficiency will improve from 48.9% to 54.9% in Spring 2015.

**Goal B      Mathematics:**

By 4%      In Bemidji Area Schools district-wide, the “All Students” group will increase their proficiency of 64.6% in the Spring of 2014 to 68.6% in the Spring of 2015 and to 72.6% in the Spring of 2016 as measured by the MCA in Mathematics for students enrolled October 1.

Goal B1      Bemidji Area Schools district-wide will close achievement gaps for the following subgroups as measured by the MCA in Mathematics:

By 6%      Special Education students’ proficiency will improve from 28.7% to 34.7% in Spring 2015.

American Indian students’ proficiency will improve from 42.8% to 48.8% in Spring 2015.

Free and Reduced Lunch students’ proficiency will improve from 51.9% to 57.9% in Spring 2015.

**Goal C      Science:**

In Bemidji Area Schools district-wide “All Students” group will increase their proficiency on the MCA Science Test given in grades 5, 8, and 10 from 51.4% in 2014 to equal or exceed Minnesota State average scores (53.2% in 2014).

**Goal D**

**Graduation Rate:**

The Bemidji High School student graduation rate as measured by MDE's Four-Year Graduation Rate calculations will increase to 90% for all students in 2014-2015. (Baseline Data: Bemidji High School Four-Year Graduation Rate: 2009 = 84.6%, 2010 = 82.5%, 2011 = 83.2%, 2012 = 86.6%, and 2013 = 85.8%).

Bemidji High School will participate in the Ramp Up to Readiness program through the University of Minnesota. We will document program effectiveness with a participant survey.

**Goal D1:** During the 2014-2015 school year Bemidji Area Schools will increase by 5% the Four-Year on Time Graduation Rate for "All Students" as measured by the Minnesota Department of Education. (Baseline Data: 2010 = 69.3%, 2011 = 68.9%, 2012 = 75.3%, and 2013 = 76.6%).

The district graduation rate includes data from the following schools: First City School, Oshki Manidoo Center, BYLaW, AEC, Lumberjack High School, and Bemidji High School.

**AIM 2 Safe and Welcoming Environment**

**Goal A**

**Demonstrate Respect:**

Bemidji Area Schools' students will reduce the incidences of assaults and fights by 5% as reported by school principals on the Skyward Student Management Data System for 2014-2015. (Baseline Data: 2013-2014 Grades K-5 – 126, Grade 6-8 – 28, grades 9-12 – 47).

**Goal B**

**Anti- Bullying**

District 31 will implement the new Safe and Supportive MN Schools Act and related policy. School administrators will report on anti-bullying activities during the 2014-2015 school year in their end of year report.

Bemidji elementary schools will continue the Safe Schools Ambassador Program and PBIS at their level in an effort to reduce bullying behaviors and evaluate program effectiveness by a survey of elementary principals in May 2015.

All District employees will learn the definition of bullying and support anti-bullying efforts by properly reporting incidents of bullying on district-approved reporting forms.

**AIM 3 Effective and Efficient Operations**

**Goal A**

During the 2014-2015 school year, Bemidji Area Schools will hold an election in November of 2014, asking voters to approve questions to approve construction of a new elementary school, make improvements to the Bemidji Middle School HVAC, and provide operating revenue to partially fund the additional classrooms and school building for 10 years. District 31 will conduct an informative and successful campaign resulting in an approved bond issue.

**Directions for Completing the School Improvement Form:**

The following form is a Microsoft Word table, which will grow with the length of your narrative. Click on the shaded areas and begin to type. As you type, your words will replace the shaded box. The shading will not appear when you print.

**BEMIDJI AREA SCHOOLS  
Building School Improvement Plan  
Academic Year 2014-2015  
Due to Kathy Palm: October 24, 2014**

**Building**     J.W. Smith Elementary

**Building Principal**     Patricia Welte

**School Improvement Site Team Chair**     Barry Olson

**Building School Improvement Site Team Members:**

<u>Michele Green, Title 1 Teacher</u>	<u>Brianna Nohre, Grade 3 Teacher</u>
<u>Patty Marquardt, Special Ed. Teacher</u>	<u>Theresa Strukel, Grade 4 Teacher</u>
<u>Traci Vaughn, Kindergarten Teacher</u>	<u>Barry Olson, Grade 5 Teacher</u>
<u>Kelli Peterson, Grade 1 Teacher</u>	<u>Karie Hougard, Math Specialist</u>
<u>Jen St. Peter, Grade 2 Teacher</u>	<u>Patricia Welte, Principal</u>

**2014-2015 School Improvement SMART Goals:****1 Reading:**

Third, fourth, and fifth grade students at J.W. Smith Elementary will increase proficiency percentage on the MCA Reading test from Spring 2014 to Spring 2015.

- Third grade will meet or exceed the district's proficiency average of 61.1% on the Spring 2015 MCA-III Reading assessment.
- Fourth grade will increase from 68.6% in 2014 to 72.6% in 2015.
- Fifth grade will increase from 60.9% in 2014 to 64.9% in 2015.

**Goal 1A:** J.W. Smith school-wide will close the achievement gaps for the following subgroups as measured by the MCA Reading test:

- Special Education gap will decrease by 4% from 30.0% in the Spring of 2014 to 24.0% in the Spring of 2015.
- American Indian gap will decrease by 4% from 30.5% in the Spring of 2014 to 24.5% in the Spring of 2015.
- Free & Reduced Lunch gap will decrease by 4% from 22.6% in the Spring of 2014 to 16.6% in the Spring of 2015.

**2 Math:**

Third, fourth, and fifth grade students at J.W. Smith Elementary will increase proficiency percentage on the MCA-III Math test from Spring 2014 to Spring 2015.

- Third grade will meet or exceed the district's proficiency average of 72.5% on the Spring 2015 MCA-III Math assessment.
- Fourth grade will increase from 62.7% in 2014 to 66.7% in 2015.
- Fifth grade will increase from 74.5% in 2014 to 78.5% in 2015.

**Goal 2A:** J.W. Smith school-wide will close the achievement gaps for the following subgroups as measured by the MCA Math test:

- Special Education gap will decrease by 4% from 42.9% in the Spring of 2014 to 36.9% in the Spring of 2015.
- American Indian gap will decrease by 4% from 11.0% in the Spring of 2014 to 5.0% in the Spring of 2015.
- Free & Reduced Lunch gap will decrease by 4% from 21.1% in the Spring of 2014 to 15.1% in the Spring of 2015.

**3 Science:**

Fifth grade will meet or exceed the district's proficiency average of 59.8% on the Spring 2015 MCA Science assessment.

**4 Safe and Welcoming Environment:**

J.W. Smith elementary students will decrease district discipline incidences by 5 as reported by the Skyward Student Management Data System.

## 2014-2015 School Improvement Goals

<b>School Improvement Goal #1:</b>
<p><b>Reading:</b> Third, fourth, and fifth grade students at J.W. Smith Elementary will increase proficiency percentage on the MCA Reading test from Spring 2014 to Spring 2015.</p> <ul style="list-style-type: none"> <li>• Third grade will meet or exceed the district's proficiency average of 61.1% on the Spring 2015 MCA-III Reading assessment.</li> <li>• Fourth grade will increase from 68.6% in 2014 to 72.6% in 2015.</li> <li>• Fifth grade will increase from 60.9% in 2014 to 64.9% in 2015.</li> </ul> <p><b>Goal 1A:</b> J.W. Smith school-wide will close the achievement gaps for the following subgroups as measured by the MCA Reading test:</p> <ul style="list-style-type: none"> <li>• Special Education gap will decrease by 4% from 30.0% in the Spring of 2014 to 24.0% in the Spring of 2015.</li> <li>• American Indian gap will decrease by 4% from 30.5% in the Spring of 2014 to 24.5% in the Spring of 2015.</li> <li>• Free &amp; Reduced Lunch gap will decrease by 4% from 22.6% in the Spring of 2014 to 16.6% in the Spring of 2015.</li> </ul>
<b>Baseline Data used To Select Goal:</b>
Based on the 2014 MCA-III results, the third grade district proficiency percentage was 61.1%. Current fourth grade student proficiency percentage was 68.6% and fifth grade was 60.9%.
<b>Desired Result:</b>
Based on the 2015 MCA-III Reading assessment, third grade will meet or exceed the district proficiency percentage average of 61.1%, fourth grade will increase to 72.6% and fifth grade to 64.9%.

## Means to Achieve the School Improvement Goal

<b>Staff Development Goal(s):</b>
One hundred percent (100%) of teachers of Reading will participate in bi-monthly RtI meetings to discuss reading best practices, prepare to differentiate instruction, and examine student data.
<b>Staff Development Activities:</b>
<p>Teachers of reading will:</p> <ul style="list-style-type: none"> <li>• Continue flexible reading groups.</li> <li>• Progress monitor (AIMSweb, RtI, district assessments, grade level assessments, Read Naturally)</li> <li>• Implement RtI strategies shared at bi-monthly meetings.</li> <li>• Share about reading strategies and programming at PLC meetings.</li> <li>• Include in their RtI team settings K-3 Minnesota Reading Corp and Indian Education programming, and will share data and assist in intervention planning of these programs.</li> <li>• Increase the use of SMART boards and/or other technology hardware/software (i.e. Reading A-Z, Read Naturally, Raz Kids, Think Central) into reading instruction.</li> </ul>

## Evidence of Teacher Learning and Improved Student Performance:

### Teacher Learning:

- Attendance at RtI meetings where goals are revised and new strategies developed.
- Use of AIMSweb progress monitoring to document student performance.
- Sharing about reading strategies and programming at staff meetings.
- Increase the use of SMART Boards and/or other technology hardware/software into reading.
- Implementation of reading best practices strategies and interventions.

### Improved Student Performance:

Based on the 2015 MCA-III Reading assessment, third grade will meet or exceed the district proficiency percentage average of to 61.1%, fourth grade will increase to 72.6% and fifth grade to 64.9%.

## 2014-2015 School Improvement Goals

<b>School Improvement Goal #2:</b>
<p><b>Math:</b> Third, fourth, and fifth grade students at J.W. Smith Elementary will increase proficiency percentage on the MCA-III Math test from Spring 2014 to Spring 2015.</p> <ul style="list-style-type: none"> <li>• Third grade will meet or exceed the district's proficiency average of 72.5% on the Spring 2015 MCA-III Math assessment.</li> <li>• Fourth grade will increase from 62.7% in 2014 to 66.7% in 2015.</li> <li>• Fifth grade will increase from 74.5% in 2014 to 78.5% in 2015.</li> </ul> <p><b>Goal 2A:</b> J.W. Smith school-wide will close the achievement gaps for the following subgroups as measured by the MCA Math test:</p> <ul style="list-style-type: none"> <li>• Special Education gap will decrease by 4% from 42.9% in the Spring of 2014 to 36.9% in the Spring of 2015.</li> <li>• American Indian gap will decrease by 4% from 11.0% in the Spring of 2014 to 5.0% in the Spring of 2015.</li> <li>• Free &amp; Reduced Lunch gap will decrease by 4% from 21.1% in the Spring of 2014 to 15.1% in the Spring of 2015.</li> </ul>
<b>Baseline Data used To Select Goal:</b>
Based on the 2014 MCA-III results, the third grade district proficiency percentage was 72.5%. Current fourth grade student proficiency percentage was 62.7% and fifth grade was 74.5%.
<b>Desired Result:</b>
Based on the 2015 MCA-III Math assessment, third grade will meet or exceed the district proficiency percentage average of 72.5%, fourth grade will increase to 66.7% and fifth grade to 78.5%.

## Means to Achieve the School Improvement Goal

<b>Staff Development Goal(s):</b>
One hundred percent (100%) of teachers of math will participate in bi-monthly RtI meetings to discuss math best practices, prepare to differentiate instruction, and examine student data.
<b>Staff Development Activities:</b>
<p>Teachers of mathematics will:</p> <ul style="list-style-type: none"> <li>• Continue flexible math groups.</li> <li>• Progress monitor (AIMSweb, RtI, district assessments, grade level assessments)</li> <li>• Implement RtI strategies shared at bi-monthly meetings.</li> <li>• Share about math strategies and programming at RtI meetings.</li> <li>• Increase the use of SMART boards and/or other technology hardware/software (i.e. IXL, Math Facts in a Flash) into math instruction.</li> <li>• Analyze student data and formulate appropriate interventions.</li> <li>• Discuss and share ideas with J.W. Smith Mathematics specialists.</li> </ul>

Evidence of Teacher Learning and Improved Student Performance:

Teacher Learning:

- Attendance at RtI meetings where goals are revised and new strategies developed.
- Attendance at meeting facilitated by J.W. Smith Mathematics Specialist.
- RtI by using student data, learning rates and levels of performance to make important educational decisions.
- Sharing about math strategies and programming at staff meetings.
- Analyze AIMSweb math data in grades K-5.
- Increase the use of SMART Boards and/or other technology hardware/software into math.
- Implementation of math best practices strategies and interventions.

Improved Student Performance:

Based on the 2015 MCA-III Math assessment, third grade will meet or exceed the district proficiency percentage average of 72.5%, fourth grade will increase to 66.7% and fifth grade to 78.5%.



### **2014-2015 School Improvement Goals**

<b>School Improvement Goal #3:</b>
<b>Science:</b> Fifth grade will meet or exceed the district's proficiency average of 59.8% on the Spring 2015 MCA Science assessment.
<b>Baseline Data used To Select Goal:</b>
Based on the 2014 MCA Science results, the fifth grade district proficiency percentage was 59.8%.
<b>Desired Result:</b>
Based on the 2015 MCA Science assessment, fifth grade students at J.W. Smith will meet or exceed the district proficiency percentage of 59.8%.

### **Means to Achieve the School Improvement Goal**

<b>Staff Development Goal(s):</b>
Collaborate with local, regional and/or state science organizations to improve science instruction.
<b>Staff Development Activities:</b>
Teachers of science will: <ul style="list-style-type: none"> <li>• Access information/training through local, regional and/or state science organizations.</li> <li>• Implement Science Fusion curriculum into weekly instruction.</li> <li>• Share science strategies and programming at staff meetings.</li> <li>• Increase the use of SMART boards and/or other technology hardware/software (i.e. ThinkCentral, Smart Exchange) into science instruction.</li> <li>• Increase the use of non-fiction Science texts and writing.</li> </ul>
<b>Evidence of Teacher Learning and Improved Student Performance:</b>
<b>Teacher Learning:</b> <ul style="list-style-type: none"> <li>• Use grade level assessments to monitor learning rates and levels of performance to make important educational decisions.</li> <li>• Sharing about science strategies and programming at staff meetings.</li> <li>• Increase the use of SMART Boards and/or other technology hardware/software into science.</li> <li>• Analyze MCA data at the fifth grade level to target areas of need in grades K-5.</li> </ul> <b>Improved Student Performance:</b> Based on the 2015 MCA Science assessment, fifth grade students at J.W. Smith will meet or exceed the district proficiency percentage of 59.8%.

## 2014-2015 School Improvement Goals

School Improvement Goal #4:
<b>Safe and Welcoming Environment:</b> J.W. Smith elementary students will decrease district discipline incidences by 5 as reported by the Skyward Student Management Data System.
Baseline Data used To Select Goal:
Based on the 2013-14 district incidences reported by J.W. Smith, the number of incidences reported was 46.
Desired Result:
Based on the district incidences reported by J.W. Smith, we will decrease our incidences from 46 in 2013-14 to 41 or less in 2014-15.

## Means to Achieve the School Improvement Goal

Staff Development Goal(s):
J.W. Smith Elementary school will implement the Safe School Ambassador Program and PBIS in an effort to reduce bullying behaviors and evaluate program effectiveness through surveys of students in grades K-5.
Staff Development Activities:
Teachers will: <ul style="list-style-type: none"><li>• Receive training in Safe School Ambassadors Program.</li><li>• Meet with student ambassadors weekly.</li><li>• Be provided PBIS rubric and implement during daily instruction.</li><li>• Implement daily behavior discussions with students.</li></ul>
Evidence of Teacher Learning and Improved Student Performance:
Teacher learning: <ul style="list-style-type: none"><li>• Share about individual behavior strategies at staff and RtI meetings.</li><li>• Using the Skyward Student Management System, discipline incidences will be reviewed at the end of the 2014-15 school year.</li><li>• Monitor <i>Behavior Infraction Reports</i> quarterly.</li><li>• Opportunities for teachers to attend training related to behavior intervention strategies.</li></ul> Improved Student Performance: <ul style="list-style-type: none"><li>• Based on the 2014-15 Skyward Student Management Data System, J.W. Smith will decrease discipline incidences by 5.</li></ul>