

# Custer School District Goals 2017 Through 2019

## GOAL 1: **Improve student achievement**

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- 1) Increase student achievement on Math and English Language Arts assessments
  - a) See Appendix A
- 2) Create and circulate an annual “District/School Report Card.”
- 3) Maintain a district accountability system and demonstrate how approved district assessments will be utilized to improve instruction and student achievement in all content areas.
  - a) Administrators will report on the third of the NWEA/MAP tests and the Smarter Balanced results at the July board of education meeting
  - b) Admin will report on staff efforts to meet on curriculum and standards alignment.
- 4) Continue to provide district, school and individual professional development to improve student achievement and quality instruction
  - a) Continue to use the professional development committee to plan staff training.
  - b) Maintain focus on vertical and horizontal alignment of curriculum within the district.
- 5) Continue to improve career education and expand Career Technical Education programs that are relevant to the needs of the local, regional, state and national economy.
  - A. Create a program designed to improve our students “soft skills” development
  - B. Create a chart tracking community involvement in the districts schools
- 6) Continue ~~upgrades and~~ utilization [staff and students] of districtwide technology.
  - a) Continue the use of the technology committee to help guide the district on technology issues
- 7) Commit to provide coaching and preparation for ACT/SAT and other post high school tests as needed.
  - a) Explore the feasibility and expense of paying for CSD students to take the ACT test once in their high school years
  - b) Explore being an ACT test center

# **Custer School District Goals 2017 Through 2019**

## **GOAL 2: Provide a positive, safe, and orderly school and district educational environment**

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- 1) Continue implementation and maintenance of the following: Intensive Care Unit (ICU), Top 20, Response to Intervention (RTI) in CES, and Positive Behavior Intervention System (PBIS).
  - a) Reports from the principals as needed
  - b) Programs will be evaluated yearly
  - c) Ensure ongoing training to existing and new staff
  - d) Information presentation of ICU program at September board of education meeting
  - e) Review of ICU data and impact after the first 9 weeks of school
- 2) Continue and improve all aspects of the district's effort to address cyber bullying, bullying, hazing and harassment.
  - a) Take a group of staff members to an anti-bullying training program
- 3) Maintain partnerships with community services that assure the safety, well-being and productivity of our students, staff and community members who engage in our education and activity programs.
- 4) Continue Interest-Based Negotiations and Partnership Council process.
  - a) Have partnership council meetings on an as needed basis

# **Custer School District Goals 2017 Through 2019**

## **Goal 3: Establish and improve fiscal practices to accomplish district goals and other determined needs**

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- 1) Implement and improve, if necessary, an annual budget development timeline and process by the regular October meeting.
  - a) Assure internal staff has had input into annual budget development within their areas of expertise and school/program prior to Board approval of the annual budget.
- 2) Assure that all program areas of the annual budget have been evaluated on an annual basis before including these areas in the new budget.
  - a) Track an additional personnel added after the approval of the current budget
- 3) Pursue options to stabilize school district funding for future years.
  - a) Advocacy at the local, state and federal level
  - b) Involvement and monitoring of the legislative process
  - c) Continued involvement in the national Impact Aid program
- 4) Use quality and adequate data when making budgetary decisions.
- 5) Develop methods to inform the public of programing needs

# Custer School District Goals 2017 Through 2019

## **Goal 4: Improve Board of Education communication and public relations**

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- 1) Continue Board member visitations to the schools within the district.
- 2) Continue Board member participation in Associated School Board Association activities.
  - a) Explore online learning opportunities
- 3) Continue #6 in Goal 1: Interest-Based Negotiations and Partnership Council activities throughout the school year.
- 4) Do board self-evaluation for discussion at the ~~February~~ meeting.
- 5) Continue to meet with a reporter at the Chronicle to discuss education issues within the district and presentation in the weekly paper.
- 6) Continue Board member participation on local city and county boards and committees per their request.
  - a) Superintendent's office will coordinate any requests.

# **Custer School District Goals 2017 Through 2019**

## **Goal 5: Maintain district-wide facilities and grounds plan**

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- 1) Discuss recommendations from facilities committee
- 2) Begin process to develop a master plan for the Hermosa School Site
- 3) Conduct a demographic study of the Hermosa Area
  - a. Conduct a demographic study of the entire district
- 4) Look at possible expansion of the CT building/program at Custer High School

# Custer School District Goals 2017 Through 2019

## Appendix B – Completed Goals/Action Steps

### Goal # 1 – Improve Student Achievement

1. Establish a system of alignment, implementation and evaluation of the curriculums as related to district content standard [Include instructional materials review and purchase schedule.

Completed

A. January 2016 – BOE Approval of Appendix J – updated Curriculum adoption schedule based the rotation on the South Dakota Board of Education’s standards adoption

3. Create a district accountability system and demonstrate how approved district assessments will be utilized to improve instruction and student achievement in all content areas.

Modified 10-4-2016

The following italicized text was deleted and replaced with “Administrators will report on the third of the NWEA/MAP tests and the Smarter Balanced results in June.

Administration will report on staff efforts to meet on curriculum and standards alignment.”

- a. *The administration will give the NWEA/MAP test three times each year. Administrators will report on the results of each test after they have been completed.*
- b. *The administration will report on the results of the state wide assessment that is given each year.*

4. Continue to improve the implementation of the Danielsen Framework for teacher and principal assessment.

Deleted 10-4-2016 - Goal was un-needed as is part of our negated agreement(s) and part of what we do in our district.

From June 2016 update on BOE goals “ACTION = on going. Teachers are being evaluated as per the negotiated agreement (non-continuing contract teachers have

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one formal eval each year, and two informal evaluations each year for the first 3 years – continuing contract teachers (staff who have been given their 4<sup>th</sup> contract.) are formally evaluated once every other year with a minimum of 2 informal evals each year.”

From June BOE goal update “Continue to conduct quality feedback to staff through the observation evaluation process. Growth for Administrators and Teachers needs to be continuous for the benefit of our students. I evaluate the principals formally once each year. This is in addition to the weekly, sometimes daily communication I have with staff on various issues. We currently use a 360 evaluation for principals, but next year we will be using a state provided program based on the Danielsen Framework. The process will be similar to the teacher evaluation used for the last couple of years. The format will be specifically targeted to goals and areas of focus for the principals.”

8. Commit to provide coaching and preparation for ACT, LSAT, Government Service Agency, and ASVAB testing.

Modified 10-4-2016 to: Commit to provide coaching and preparation for ACT/SAT and other post-high school tests as needed

From June BOE goals update – “ACTION – Ongoing - I will be working with the school counselors to get an idea of what is currently being done and what can be done in the future.”

9. Commit to find the additional funding sources needed to increase the fine arts programs in our schools.

Deleted 10-4-16 - From June Goals update “ACTION As with every curriculum area, the district will constantly be looking for programs, grants, or other means to help funding”

## **Under Goal #2: Provide a positive, safe, and orderly school and district educational environment**

5. Continue to update the District Policy Manual on an annual basis.

Deleted 10-4-2016 – From June goal update “ACTION - A formal schedule to review the policy book has been created and is being followed”

# Custer School District Goals 2017 Through 2019

## **Goal 3: Establish and improve fiscal practices to accomplish district goals and other determined needs**

1. Implement and improve, if necessary, an annual budget development timeline and process by the regular October meeting.

Deleted 10-4-16 – this is in district policy and a current practice

## **Goal 4: Improve Board of Education communication and public relations**

4. Conduct an annual 360 Degree evaluation of Board performance and establish an annual improvement plan in any areas of concern by the regular June meeting.

Deleted 10-4-16 – BOE will use a self-evaluation document

For June Goal Update “ACTION – Recommendation was made that we look at going away from the 360 for the BOE and do a self-eval. Topic will be on the Retreat Agenda”

7. Continue to update the district’s policy manual and posting on our website.

Deleted 10-4-16

From June Goal Review “ACTION – I am working on a formal schedule to review the policy book – Plan to have this for the BOE in July or August. I will also have several updates to the book as a result of legislative action in 2016, July 2016. The policy manual is on the web site.”

A. the CSD Policy Manual is on the website and is updated as District policy is changed.