

Comprehensive Progress Report

Mission:

The mission of the Hoxie Public School District is to teach all students to develop knowledge, skills, ideas, and attitudes essential for their future roles as productive citizens while fostering positive growth in social and emotional behaviors.

Goals:

To offer all students opportunities to enhance lifetime skills.



! = Past Due Actions

KEY = Key Indicator

Core Function:		District Context and Support for School Improvement			
Effective Practice:		Improving the school within the framework of district support			
!	IA05	The district contracts with external service providers for key services in schools that need improvement.(5)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Many teachers are currently creating weekly lesson plans closely aligned to their pacing guides but are not driven by data. Lessons are only slightly adjusted based on students' understanding. Some teachers lack the understanding of developing instruction based on data driven decisions. Those teachers also have a difficulty using data to develop and plan individualized interventions for students within the classroom. Both the high school and the elementary school have teachers that have not been properly trained in the curriculum used within the district due to a high turnover in recent years, resulting in poor student achievement in some areas.	Limited Development 03/21/2016		
<i>How it will look when fully met:</i>		When this objective is fully met, teachers within the district will work closely with a contracted consultant to make data driven decisions to adjust lesson plans that meet the needs of their students. Teachers will also be trained and assisted in making data driven decisions when planning individual interventions to improve student achievement. The contracted consultant will also model lessons in the classroom when needed to provide job-embedded professional development. After modeling for the teacher, the consultant will "team teach" with the classroom teacher to ensure an understanding of the concept in order for full implementation of the curriculum. The consultant will meet with teachers and administrators to discuss strategies and areas for improvement.		Radius Baker	08/21/2017
Action(s)	Created Date		2 of 3 (67%)		
1	3/21/16	Investigate external service providers to determine which one best fits the needs of our district.	Complete 09/18/2015	Tracy Gates	01/25/2016
<i>Notes:</i>					
2	3/21/16	Pursue a contract with E2E for Kim Wilkins to work with teachers in both elementary and high school.	Complete 09/30/2015	Tracy Gates	01/27/2016
<i>Notes:</i> a budget of \$36,000 has been set to be paid with NSLA					

3	3/25/17	The E2E consultant will work with teachers based on a contract renewed yearly to increase student achievement in literacy and math in elementary and high school. The focus for the 2017 school year will be to increase elementary student achievement on the ACT Aspire by 3 percent. Elementary will increase from 41.39 percent overall achieving in literacy to 44.39 percent achieving and increase from 46.31 percent overall achieving in math to 49.31 percent achieving.		Jennifer Huff	05/10/2017
<i>Notes:</i>					
	IA10	The district regularly reallocates resources to support school, staff, and instructional improvement.(10)(AllDistricts)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Reallocation is definitely part of Hoxie's routine. However, it is informal and there isn't enough documentation regarding implementation.	Limited Development 10/13/2014		
<i>How it will look when fully met:</i>		The district will receive regular input from teachers, regarding what is needed to aide with the weakest areas of student achievement, through written communication. District leaders will meet quarterly to review the budget and reallocate based on need.		Jennifer Huff	01/02/2019
Action(s)	Created Date		1 of 3 (33%)		
1	10/30/14	Teachers will meet monthly in elementary and high school with the principal to collaborate and disaggregate data to make decisions regarding school improvement.	Complete 03/01/2017	Principals	01/05/2015
<i>Notes:</i> Teachers will be paid \$25 per hour for meeting above contracted time for collaboration and data disaggregation.					
2	10/30/14	Review written documentation from teachers regarding reallocation.		Instructional Leadership team	04/02/2018
<i>Notes:</i> Monthly teacher meetings will occur to review weak areas in student assessment and make recommendations for improvement. If those suggestions require reallocation, it will be submitted to the district leadership committee for consideration.					
3	10/30/14	District Treasurer and Federal Programs Coordinator will review budget expenditures against budget with Superintendent. If it appears that there will be unspent funds, reallocation documentation will be reviewed and discussed in a committee meeting.		Jennifer Huff	04/20/2018
<i>Notes:</i>					

IA14		The district recruits, trains, supports, and places personnel to competently address the problems of schools in need of improvement.(14)(AllDistricts)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		In order to recruit staff, Hoxie School is using TalentEd for hiring. Incentives are given for NBTC. Teachers were given a raise in their base salary and additional steps for years of employment. Salary changes also include more uniform step increases with years of experience. Professional development is being developed within the school district tailored to the needs of individual teachers.	Limited Development 09/10/2015		
<i>How it will look when fully met:</i>		The district wants a seamless transition for new employees. In order to accomplish this new teachers to the district will be paired with a peer coach which is a veteran personnel from the district to provide necessary support to transition into the district. The district leadership team will conduct a book study to a positive atmosphere for all personnel. Peer coaches will maintain documents, including agenda and minutes, to provide evidence of support.	Objective Met	Kelly Gillham	07/01/2017
Action(s)	Created Date		4 of 4 (100%)		
1	3/15/16	The district will hire a curriculum specialist to provide professional development and support to teachers to improve student achievement.	Complete 07/01/2016	Radius Baker	07/01/2015
		<i>Notes:</i> Refer to the salary schedule for funding information			
2	9/10/15	The leadership team will identify potential mentors.	Complete 09/12/2016	Kelly Gillham	05/02/2016
		<i>Notes:</i> The mentors will establish the training program for new "hires" within the district. The mentor will be paid a stipend of \$300 upon completion of duties.			
3	11/19/15	New teachers and mentors will attend new teacher orientation.	Complete 08/12/2016	Tracy Gates	08/26/2016
		<i>Notes:</i>			
4	3/21/16	The video option will be added to BloomBoard to allow teachers to upload videos of their teaching. This will be a tool for mentors to utilize when working with new teachers to allow them to reflect on their teaching and make changes based on the TESS domains.	Complete 11/01/2016	Jennifer Huff	10/17/2016
		<i>Notes:</i> \$1750 for two years			
IA15		The district allows school leaders reasonable autonomy to do things differently in order to succeed.(15)(AllDistricts)	Implementation Status	Assigned To	Target Date

<p>Initial Assessment:</p>	<p>The district leadership team came to the conclusion that the district has fully implemented IA15: The district allows school leaders reasonable autonomy to do things differently in order to succeed. Changes have been made in both elementary and high school to improve student learning. A focus has been placed on using a variety of instructional strategies and student engagement. To help support teachers improve in such areas, a consultant from E-2-E has been hired to provide professional development and modeling for teachers. Classworks has also been implemented in both schools to improve student achievement. Classworks allows teachers to customize interim assessments to their pacing guides. Individual learning plans are developed for each student based on the interim assessments to provide students with interventions and help close achievement gaps. Four early release days have been scheduled this year to allow teachers an opportunity to collaborate with each other and across grade levels. Parent/Teacher Conferences have also been modified to give parents more of a notice before final report card grades come out. Professional development is planned and delivered on campus tailored to the individual needs of high school and elementary teachers. In order to sustain such efforts, the district leadership team will continue to meet, research, collaborate, and collect data.</p>	<p>Full Implementation 11/27/2015</p>		
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Core Function:		District Context and Support for School Improvement			
Effective Practice:		Taking the change process into account			
!	IB13	The district monitors progress of the extended learning time programs and other strategies related to school improvement.(4542) (AllDistricts)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		In high school, tutoring is provided to students based on teacher recommendations. Remediation is provided during the summer for science for students scoring basic on the Arkansas Benchmark Assessment. Both high school and elementary have an extended hours library program. Students are offered an opportunity to attend an ACT bootcamp to help them prepare for the ACT assessment.	Limited Development 11/27/2015		
<i>How it will look when fully met:</i>		Tutoring will be offered to both high school and elementary students to provide students with homework assistance and individualized interventions. ACT bootcamps will continued to be offered to help improve student performance on ACT and ACT Aspire assessments. With both after school tutoring and bootcamps, ACT and ACT Aspire scores will increase each year.		Kelly Gillham	05/19/2017
Action(s)	Created Date		1 of 4 (25%)		
1	3/22/16	Teachers and administrators will attend workshops to learn strategies to increase student achievement.		Administrators	05/26/2017
<i>Notes:</i>					
2	3/22/16	Building principals will seek interested teachers to provide tutoring before and/or after school in high school and elementary school.	Complete 10/10/2016	Building Principals	10/14/2016
<i>Notes:</i>		Certified teachers will be paid \$20 per hour for non-contracted time			
3	3/22/16	Substitutes will be hired for teachers who are absent due to professional development activities.		Building Principals	05/26/2017
<i>Notes:</i>		NSLA and professional development funds will be used to pay substitute teachers			

4	11/21/16	<p>Professional development will be provided to teachers across the district to improve the writing ACT Aspire scores. Teachers in all content areas will be trained and expected to implement writing strategies into their current curriculum using 6+1 Trait Writing. The goal is to increase writing scores by 3 percent in each grade level.</p> <p>Grade 3 will increase from 19.6 percent achieving to 22.6 achieving; Grade 4 will increase from 8.7 percent achieving to 11.7 percent achieving; Grade 5 will increase from 14.5 percent achieving to 17.5 percent achieving; Grade 6 will increase from 35.6 to 38.6 percent; Grade 7 will increase from 30.8 percent achieving to 33.8 achieving; Grade 8 will increase from 30.8 percent achieving to 33.8 percent achieving; Grade 9 will increase from 47.7 percent achieving to 50.7 percent; Grade 10 will increase from 55.6 percent achieving to 58.6 achieving.</p>		Jennifer Huff	05/31/2018
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Core Function:		District Context and Support for School Improvement			
Effective Practice:		Clarifying district-school expectations			
			Implementation Status	Assigned To	Target Date
	IC01	<p>The school reports and documents its progress monthly to the superintendent, and the superintendent reports the school's progress to the school board.(28)</p>			
<i>Initial Assessment:</i>		<p>The superintendent meets weekly with the administration team to discuss any issues that may arise and to stay updated on each school's progress. The principal from each building prepares a monthly report to give at each school board meeting to keep the school board informed on the school's progress and achievements.</p>	Full Implementation 02/25/2016		
	IC02	<p>The district designates a central office contact person for the school, and that person maintains close communication with the school and an interest in its progress.(29)(AllDistricts)</p>			
<i>Initial Assessment:</i>		<p>In order to establish lines of communication with schools, the district hired a district curriculum director to be a specific "go to" person for the schools to be both an efficient aid to the schools and a source of information to the district. The curriculum director is part of the district's leadership team and is housed in the central office. However, much of her time is spent in the classrooms in both elementary and high school.</p>	Full Implementation 11/27/2015		

!		IC05	The district provides a cohesive district curriculum guide aligned with state standards or otherwise places curricular expectation on the school.(32)(AllDistricts)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>	High school and elementary have pacing guides within grade levels in literacy, math and content areas such as science if it is a tested area. Pacing guides do not include sample lessons. Comprehensive literacy is taught throughout elementary and shared among grade levels. Overall, curriculum alignment and mapping is not comprehensive nor integrated across grade levels.	Limited Development 10/13/2014				
<i>How it will look when fully met:</i>	When this objective is fully met, the district's curriculum will be both horizontally and vertically aligned. ACT Aspire scores will continuously improve each year. Curriculum maps will be uniformly formatted across grade levels. The district will be responsible for providing opportunities for collaboration among teachers to allow them to plan and develop curriculum guides in order for the vertical and horizontal alignment to be successful. Professional development will be offered during the summers on campus to support teachers in their efforts at aligning the curriculum.		Jennifer Huff	08/01/2017		
Action(s)	Created Date		2 of 3 (67%)			
0	3/22/16	Provide professional development during the summer to assist teachers in developing their curriculum maps.	Complete 08/12/2016	Jennifer Huff	08/08/2016	
<i>Notes:</i> funding will be needed for supplies						
1	3/22/16	Provide teachers with a template to use when formatting curriculum maps. This will ensure curriculum mapping is uniform across the district.		Jennifer Huff	06/08/2018	
<i>Notes:</i>						
2	3/22/16	Build release time into the school calendar to allow teachers opportunity to plan and collaborate across grade levels.	Complete 07/15/2016	Radius Baker	07/07/2016	
<i>Notes:</i>						

Core Function:		School Leadership and Decision Making			
Effective Practice:		Establishing a team structure with specific duties and time for instructional planning			
ID01	A team structure is officially incorporated into the school governance policy.(36)(AllDistricts)		Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		The district has many teams incorporated into its governance policy. The district has a leadership team, each school has a leadership team, each member of the leadership team has an instructional team, and each school has a parental involvement team. The district has made great improvements in incorporating the team structure. However, the district is lacking a school community council.	Limited Development 11/27/2015		
<i>How it will look when fully met:</i>		When this objective is fully met, the leadership team from each school will collaborate with the district to create a shared vision for the school district with input from the community. Minutes from meetings, agendas, and testing data will provide evidence of the team structure.		Jeff Blake	08/01/2018
Action(s)	Created Date		0 of 1 (0%)		
1	2/25/16	The district will form a school community council to give the community a voice in decisions made for the district.		Jeff Blake	03/28/2018
<i>Notes:</i>					