

2021-2022 CONTINUOUS IMPROVEMENT PLAN

District Improvement Team: All Staff Collaboration

GOAL #1 – All North Cape School District students will meet or exceed all grade level, state academic benchmarks.

- Curriculum
 - Continue to refine and align K-8 knowledge skills and student learning objectives with state and local learning standards in ELA and Math.
 - Continue 6th year implementation of Readers/Writers workshop best practice literacy strategies and materials in K-8. Main focus: Grammar instruction; Reviewing and refining our approach to implementing a rigorous phonics instructional program.
 - Monitor and refine knowledge, skills and student learning objectives to the Next Generation Science Standards and Wisconsin Academic Model of Science Standards. Main Focus: More Engineering and Design inquiry based instruction and activities in middle level; Emphasis on STEM, engineering practices in Science at the elementary level.
 - Continue to evaluate and provide supplemental/intervention resources/materials in Math and Literacy to engage in best practice instruction needed to meet North Cape Learning Standards. Main Focus: Provide more training to staff to implement Bridges Math Intervention and LLI Reading Intervention.
 - Identify, organize, understand and collaboratively discuss new Math standards; Investigate and adopt new Math materials for 2022-23 instructional implementation.
 - Continue to evaluate students' needs and provide resources and materials for Talented and Gifted; Project Based Learning; Personalized Learning in Music Curriculum; EL Services to improve English proficiency for our EL population, Southern Lakes Advanced Learners Network (SLALN) - Academic/Leadership opportunities.
 - Continue to provide learning opportunities to achieve High School credit.

- Instruction
 - Postpone Year 2 of the New Teacher Center Teacher Mentor Program with CESA 2 due to pandemic; however, provide mentoring to new 4th grade teacher with what was learned in year 1;
 - Provide individualization with technology, digital learning tools in the 4K-2 grade, and small group instruction throughout all grades; Develop plan to acquire new interactive board technology to replace outdated SMARTboard technology; Continue to monitor 3-year Chromebook purchase cycle; Acquire cellular teacher chromebook technology for seamless compatibility with new board technology now and into the future; It also allows for teachers to respond quickly and change instructional delivery models as needed during pandemic times.
 - Continue to enhance and integrate 1:1 Chromebook technology with Google apps and management.

- Evaluate and refine instructional strategies and progress monitoring in SPED.
 - Continue to implement ongoing professional development plan to support teachers in differentiated best practice instruction. Continue to provide internal (Mrs. Vos/Ms. Harris/Mrs. Senese) and external professional (Carrie Sgarlata) development support in Readers/Writers workshop on specific literacy goal for the year ie. Grammar – “Patterns of Power”; Create professional development plan for new Math material implementation to meet new math standards.
 - Continue to provide instructional planning time and collaboration for teachers.
 - Continue to build intervention time into schedule to meet K-8 student needs; Find balance in Math and Reading with FTE allocation.
 - Provide additional enrichment activities to meet students’ strength in skills; ie. Chess Club.
 - Continue to implement the state’s EE educator effectiveness model focused on good conversations about improving teaching and learning.
- Assessment
 - Continue to implement data teams to analyze Forward Exam, MAP, AIMS. K-Pals assessments to monitor student progress and identify students in need of intervention.
 - Review and continue to report to parents a student report card aligned to District Standards at each grade level. Continue managing Powerschool Teacher Pro internally and implement consistency in the process of communicating with parents their students’ progress ie. Phone calls, conferencing and class tag.
 - Continue to develop grade level formative and summative assessments aligned to District Standards. Rubrics aligned to standard based assessment legend.
 - Plan and implement state mandated assessments, Forward Exam.

GOAL #2 – North Cape School District will be efficient in its operations and fiscal responsibility.

- Facilities
 - Finish the remodeling and/or facility addition project to meet the needs of our instructional programs.
 - Continue to evaluate maintenance plan with new personnel; utilize the extra personnel resource to efficiently maintain the physical building during the pandemic and the future.
 - Evaluate current cleaning schedule in and out of session, especially during virtual instruction.
- Operations
 - Continue to review and revise district policy handbook, Main Focus: Establish the policies, procedures and trainings needed to implement Title IX law changes.
 - Continue to review and update Employee Handbook.
- Human Resources
 - Review annually the implementation of new teacher salary schedule to attain and retain highly qualified staff.
 - Continue with team approach hiring process.

- Continue to attract and retain high quality staff.
- Finances
 - Continue to develop district budget aligned to goals.
 - Continue to work collaboratively with bookkeeper on efficiently managing fiscal operations.
 - Continue to increase available open enrollment seats while managing available resources.

GOAL #3 – North Cape School District will be a safe, orderly and healthy environment.

- Safety and Healthy environment
 - Remain committed to a safe and nurturing environment for students and staff; Continue our efforts on implementing Social Emotional teaching and learning; ie. training, consultant?; allow more time to develop routines, procedures and care for our students; Be attentive to everyone’s mental health, providing the necessary resources.
 - Train all new teachers and students in ALiCE. Continue to inform parents/community and work together on understanding ALiCE implementation. Discuss more scenario based training exercises using ALiCE; Increase training efforts post pandemic isolations/social distancing.
 - Continue to review and revise school counseling/guidance model aligned to state’s expectations.

GOAL #4 – North Cape School District will provide effective and efficient communication to all stakeholders.

- Communication
 - Revisit mission and vision yearly with all staff – Is the mission visible in every day action?
 - Evaluate the website and address the needed information; address the ease of use for staff and parents; Keep it updated with a collaborative approach.
 - Parent tutorials for navigating powerschool, google, literacy, math!
 - Develop and introduce a literacy night for parents. Community reading tutors!
 - Effectively communicate to community members via website, individual newsletters, and ALERT Now PowerSchool System.
 - Work collaboratively with PTO members.
 - Continue to create a positive climate and culture with staff and parents; Make building relationships with family and students the highest priority;
 - Address legal changes yearly. Communicate as dictated by law.