Mission: *To develop lifelong learners through effective teaching in a safe and caring environment.*

Vision: *Educational excellence for every child – setting the standard others aim for.*

AGENDA
BOARD OF EDUCATION – SPECIAL MEETING
Instructional Planning Center / Huron Arena
September 21, 2015
7:00 p.m.

1. Call to order

2. Roll call

3. Pledge of Allegiance

4. Goals Setting Work Session – School Board and Administration
   No Action Will Be Taken

5. Adjournment

ADMINISTRATIVE SMART GOALS
2015-2016

HURON SCHOOL DISTRICT

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Board of Education Goals

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Special Education
Technology
Food & Nutrition
Activities – Arena
Buildings & Grounds
Business Manager
Superintendent

Date: September 21, 2015

To: Board of Education
       Administrators

From: Terry Nebelsick, Superintendent

Re: Introduction to SMART Goal Packet

I again look forward to the professional discussions that will be generated in our school district based on the information contained in this SMART goals report to the School Board. I would like to share my appreciation for the following:

- The time and effort by the Board of Education to participate in the goal setting process.
- The work by the administrators to create a mechanism for the board goals to be put into action plans.
- The time and support of administrators and clerical staff in formulating this document.

I believe that the plans communicated in this booklet will result in growth by our students and increased capacity by our faculty and staff. I thank each of you for the integrity you bring to this process.

Goal Statements
2015-16
Huron Board of Education

- **Student Achievement**
  - All students will read at grade level.
    - All students will exceed projected growth on NWEA assessment
    - BOE will receive a NWEA report on demographic /grade level subgroups
      - Pre, Interim, & Post Data
  - All students will have mathematical proficiencies / problem solving skills preparing them to be successful in college or career.
    - All students will exceed projected growth on NWEA assessment
    - BOE will receive a NWEA report on demographic /grade level subgroups
      - Pre, Interim, & Post Data
  - Empower students to:
    - Effectively communicate orally and in writing.
    - Access, interpret, utilize, and evaluate information.
    - Develop independent critical thinkers.
    - Visualize graduation from high school (K-12)
      - Administrators will provide either hard data or anecdotal data on instruction, programming, and any assessment of these four bullet points.
  - Increase educational opportunities for all students.
    - Career and Technical Education (CTE) and Advanced offerings
      - BOE will receive a report on number of course offerings, enrollment in each course, digital opportunities, and dual credit participation.
      - Collaboration with workforce development
    - Explore opportunities to share staff and course offerings through digital communication
    - Explore opportunities to support and challenge advanced learners through Gifted Ed.
  - Emphasize preparation, process, and priority of ACT testing.
      - BOE will receive a report from counselors/principals on entire process of communicating college readiness information to parents.

- **Staff Development**
  - Collaboration
    - Continue to look for new opportunities for teacher collaboration
    - Develop and grow administrative team building
  - Adequate training
    - Keep BOE informed on all professional development
    - Align professional development to student achievement goals
  - Effective evaluations
    - Principals will fully implement teacher effectiveness model
    - Superintendent will fully implement principal effectiveness model
    - BOE will receive report(s) on progress and compliance.
  - Retention and recruitment
    - BOE will receive an annual report on staff turnover including, but not limited to information on retirement, recruitment, relocation, leaving profession and qualified candidates for positions.
    - Create study on market-comparable compensation.

Board Drafted July 13, 2015. Submitted for Board Approval August 10, 2015

- **Community Relations**
  - Market our school district.
  - Educate the community on funding, diversity, and long-range planning.
  - Focus on interacting with the community to understand their vital role.

- **Fiscal Responsibility/Management**
  - Continue to maintain open communication with our financial stakeholders.
  - Continue to articulate the need for funding support at the state and local level.
  - Focus our funding plan to accommodate our educational programs.
    - Seek innovative ways to strengthen the general fund.

- **Facilities**
  - Supervise completion of the elementary facilities.
    - Create comprehensive plan for open house grand re-openings
  - Maintain long-range plans to meet AA facility standards.

- **Board Matters**
  - Schedule systematic review of the policy manual.
  - Plan for development opportunities for boardsmanship, public governance and networking.
  - Goal Setting
    - Strategic planning
    - Administrative/Board goal sessions

Board Drafted July 13, 2015. Submitted for Board Approval August 10, 2015

Administrator Goal Setting Form
Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area: Peggy Heinz, Buchanan Elementary

Statement of the Goal: Work to develop stronger relationships between home, school and community with 75% of families participating in fall, winter, and spring activities during the 2015-2016 school year.

State the district goal to which this goal applies:
- **Community Relations**
    - Continue to effectively communicate with all stakeholders

Reasons for the Goal:
Community understands their vital role in the district

Continue to effectively communicate with all stakeholders

Collaborate to develop a stronger relationship between schools and families

Strategies and timelines to achieve the goal
2015-2016 school year
- Quarterly parent activities
- Quarterly HUGS/BUBBLES assemblies to celebrate achievement/improvement in reading, writing, math and behavior
- Posting information on the Buchanan Facebook page to inform parents of the happenings at Buchanan
- Migrant Families will receive the ABC Music and Me take home kits monthly
- Newsletter sent home to students weekly or monthly
- Moby Max and RAZKids are accessible to use at home
- Increase use of social media to keep parents informed – examples: blogs, twitter, remind
- Participate in the Homecoming parade
- Music concerts twice a year
- Kindergarten recognition
- Monthly newspaper article in Huron Daily Plainsman
- Good News report to the Huron School Board
- Monthly ESL meeting
- Monthly PTO meeting
- Before school and Christmas open house
- Parent volunteers
- Kindergarten Round-up

How will you know the goal was successfully accomplished?
Data on parent attendance at all parent activities

Building Goal Form

Building: Buchanan Elementary

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: 50% of families will participate in school events and home/school activities

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Scheduling for parent activities	Principal, school improvement team, instructional coach , staff	May 27th	A. financial resources thru Title 1 funds		All staff are involved in planning the parent activities and following thru with the plan. These are done quarterly.
Step 2: Posting information on the Buchanan Facebook Page	Principal and teachers	May 27th		**A.** Families who do not have access to a computer **B.** Language barrier for our ESL parents	Notes Home on how to access the Buchanan Facebook page at the beginning of the year
Step 3: Newsletter Home	Principal, staff	May 27th		**A.** Language barrier for our ESL parents	All classroom teachers will send home a weekly or monthly newsletter
Step 4: **ABC Music and Me kits**	Kindergarten ESL staff	May 27th	**Migrant funds**	**ESL parents that are not migrant**	ESL staff will send home monthly with migrant kindergarten students
Step 5: **Moby Max**	1st grade teachers,	September 30th	**Title funds**	Families who do not have access to	First grade teachers will

and RAZKids	Instructional Coach			a computer	send notes home to let parents know how to access.
Step 6: **Social media**	Principals and staff	May 27th		A. Language barrier for our ESL parents B. Families who do not have access to internet	Staff will notify parents of availability
Step7: **Homecoming parade**	Principal and staff	October 2nd	**PTO**		Homecoming committee plans it.
Step 8: **Music concerts**	Principal and staff	May 27th			Music teacher plans the concerts.
Step 9: **Kindergarten recognition**	Principal and Kindergarten staff	May 27th			Music teacher plans.
Step 10: **Article for Plainsman**	Principal and staff	May 27th		Language barrier for our ESL parents	Staff writes a monthly article.
Step 11: **Good News Report for School Board**	Principal and staff	May 27th		A. People without cable or internet B. Language barrier for our ESL parents	Principal and staff present once a year.
Step 12: **ESL/Migrant parent meeting**	ESL/Title Director, School/Home liaisons	May 27th			ESL/Title Director and School/Home liaisons plan and present once a month.
Step 13: **PTO meeting**	Principal, president, staff and parents	May 27th		A. People who have time conflicts with noon.	Principal, president, staff and parents meet monthly to discuss school matters.
Step 14: **Open Houses**	Principal and all staff	December 23rd	Title funds	A. People who have time conflicts. B. Language barrier for our ESL parents	Principal and staff plan twice a year.
Step 15: **Parent volunteers**	Classroom teachers and principal	May 27th		A. People who have time conflicts. B. Language barrier for our	Classroom teachers send a letter home at the beginning of the year.

				ESL parents	
Step 16: Kindergarten Round-up	Principal and kindergarten staff, transportation, nurse, food service, speech, OT, PT, counselor	May 27th			All kindergarten teachers, support staff and departments answer questions and register incoming students once a year.

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*
Data taken on the percentage of parents who attend the parent involvement activities.

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)*
Increase in parent involvement each time. Data

Goal Review Form

Huron School District

Goal Reports

2015-2016 School Year

Name of Administrator/Building(s): Peggy Heinz/Buchanan Elementary
Goal: Home/School Activities
Action Steps Report:

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: RED (not effective-discontinue)
YELLOW (partially implemented-shows progress-continue to implement)
GREEN (fully implemented-continue)
No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. Parent Involvement Activities	Attendance documentation	
2. HUGS/BUBBLE assemblies	Attendance Documentation Quarterly/semester scheduled	
3. Facebook and other Social media	Posting information on Facebook Monitoring members	
4. Migrant Families/ABC Music and Me take home kits	Distribution to students	
5. Newsletters sent home	Documentation of classroom newsletters Office letters	
6. Moby Max and RAZKids	Reports Distribution of parent letters	
7. Homecoming parade	Pictures	
8. Music concerts	Attendance documentation	
9. Kindergarten recognition	Attendance documentation	
10. Article for Plainsman	Copy of articles	
11. Good News Report for School Board	Copy of school board minutes	
12.	Copy of parent letters	

ESL/Migrant parent meeting	Attendance documentation	
13. PTO meeting	Copy of minutes of meeting	
14. Open Houses	Attendance documentation	
15. Parent volunteers	List of parent volunteers	
16. Kindergarten Round-up	Attendance documentation	

Comments/Recommendations:

Administrator Goal Setting Form
Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area: Peggy Heinz Buchanan K-1 Center

Statement of the Goal:
(S. Specific) All students will be educated in learning environments that are positive, safe, and conducive to learning.

State the district goal to which this goal applies:

  (A. Attainable) -Student Achievement
       -Staff Development
       -Community Relations

Reasons for the Goal:
    -Decrease negative behavior and encourage positive behavior school-wide
    -Improve safety for all in order that all students will be feel safe coming to
     school

Strategies and timelines to achieve the goal:
(T. Timeline) September 2015-May 2016

-Implementation of PBIS
-Building rapport with students
-Second Step Curriculum taught by counselor in the classrooms
-Staff collaboration
-Social Skills taught in small groups
-TAT meetings
-Pizza with the Principal

How will you know the goal was successfully accomplished?
(M. Measurable) *(R. Result Based)*
    -Decline of behaviors-conduct forms

Building Goal Form

Building: Buchanan K-1 Center

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: All students will be educated in learning environments that are positive, safe, and conducive to learning.

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. Resources Available B. Resources Needed *(financial, human, political & other)*	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: School counselor will provide Second Step lessons in the classroom to all students.	Counselor	Sept. 2015- May 2015	- Counseling materials -Referrals from teachers	None	-Admin/faculty /counselor
Step 2: School will follow the PBIS model.	Faculty, Principal, Counselor	Sept. 2015- May 2015	-Hugs and Bubbles -Principal	None	-PBIS team
Step 3: Pizza with the principal	Principal	Sept. 2015- May 2015	-Pizza	None	-Principal -Once a week

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*   -observation of school environment
-decline of behavior-conduct forms

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)* -decline of behavior-conduct forms

Goal Review Form

Huron School District
Goal Reports
2015-2016 School Year

Name of Administrator/Building(s): Peggy Heinz/Buchanan

Goal: All students will be educated in learning environments that are positive, safe, and conducive to learning.

Action Steps Report:

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: <mark style="background-color:red">RED</mark> (not effective-discontinue)

<mark style="background-color:yellow">YELLOW</mark> (partially implemented-shows progress-continue to implement)

<mark style="background-color:green">GREEN</mark> (fully implemented-continue)

No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. School counselor will provide character education in the classroom to all students.	-decline in behavior-conduct forms -observation of student behavior and school atmosphere	
2. School will follow the PBIS model.	-decline in behavior-conduct forms -observation of student behavior and school atmosphere	
3. Pizza with the principal	-observation of student behavior and school atmosphere	
4. Collaboration with Staff/Building rapport with students	-collaboration -oberservation -decline in office referrals	
5. Social Skills taught in small groups	-decline of behavior in students -obsevation -decline in referrals to counselor	

Comments/Recommendations:

Form adapted from Huron Public School District

Administrator Goal Setting Form
Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area: Peggy Heinz, Buchanan Elementary

Statement of the Goal: By Spring of 2016, 100% of students in grades K/1 will meet projected growth or more in math as measured by the NWEA test.

State the district goal to which this goal applies:

- **Student Achievement**
  - All students will have mathematical proficiencies / problem solving skills to allow them to be successful in college or career.
- **Staff Development**

* **Community Relations**

Reasons for the Goal:
Math continues to be an area of needed improvement and focus as measured by formal and informal assessments.

Strategies and timelines to achieve the goal
2015-2016 school year.

- Use of PLCs as a vehicle to data driven instruction at least once a month for math
- HUGS/BUBBLES assemblies to celebrate achievement/improvement in math
- Enrichment/Collaborative small group instruction
- Collaborative meetings and make-and-take sessions with CGI Coaches
- Mini/quarterly data retreats
- Provide math enrichment through technology-Moby Max and Waterford
- Emphasis on math vocabulary used in NWEA
- Ensure every teacher has necessary math manipulatives and core materials

How will you know the goal was successfully accomplished?
Spring NWEA scores will be compared to fall NWEA data to determine growth

Building Goal Form

Building: Buchanan Elementary

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: 100% of students in grades K/1 will show growth in math as measured by the spring NWEA math test

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Attend the district wide data retreat and develop a school improvement goal for math	Principal, school improvement team, instructional coach	August 13th August 20th	A. data, HQ teachers, instructional coach	**A. N/A** **B. N/A**	School Improvement team will share the plan and gather feedback from all staff members in small groups at September 2, 2015, building in-service, plan will be posted in the building and shared at the first PTO meeting
Step 2: Staff will implement the math goal and strategies	Principal, teachers, CGI coaches, paras	September 2	A. staff, math curriculum, manipulatives, technology B. CGI training Manipulatives, NWEA math vocabulary	**A. Staff** **B. CGI Staff Training**	PLCs will meet on a monthly basis to discuss strategies on implementing math goals
Step 3: Evaluate plan, programming at the end of the year and	Principal, staff	September 8th to May 27th	A. data (NWEA, MobyMax, Waterford), staff, portfolios **NWEA Skills Test** **B. Extra Staff to**	**A. Technology** **B. Extra Staff to assist with NWEA testing**	PLC notes, portfolios, NWEA score shared with parents, staff

review testing data			assist with NWEA testing		

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*
Winter and Spring NWEA testing, staff input, PLC notes and participation, administrative walkthroughs, curriculum map reviews, staff collaboration notes, CGI Coaches

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)*
NWEA data, and artifacts in portfolios

Huron School District
Goal Reports
2015-2016 School Year

Name of Administrator/Building(s): Peggy Heinz/Buchanan
Goal: 100% of students in grades K/1 will show growth in mathematics as measured by the spring NWEA test.
Action Steps Report:

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: <mark>RED</mark> (not effective-discontinue)
<mark>YELLOW</mark> (partially implemented-shows progress-continue to implement)
<mark>GREEN</mark> (fully implemented-continue)
No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. Use of PLC's as a vehicle to data driven instruction	Notes submitted to Principal Flexible groups NWEA data/discussion	
2. HUGS/BUBBLES assemblies to celebrate achievement/improvement in math	Teacher Feedback Parent Invovlement Data	
3. Enrichment/Collaboration small group instruction	NWEA scores Flexible groups Teacher Feedback Collaboration PLC discussion Notes	
4. Use of CGI Coach	Data Instructional Coaching logs Monthly meeting Research CGI coach discussion	
5. Mini/quarterly data retreats	Collaboration Notes NWEA data Staff Professional Development	
6. Provide math enrichment through technology – Moby Max and Waterford	Training Research	

7. Emphasis on math Vocabulary	Weekly Vocabulary over announcements	

Comments/Recommendations:
CGI Training and necessary manipulative

Administrator Goal Setting Form
Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area: Peggy Heinz Buchanan K-1 Center

Statement of the Goal:
(S. Specific) All k/1st graders will participate in health education throughout the 2015-2016 school year.

State the district goal to which this goal applies:
    (A. Attainable) -Student Achievement
               -Staff Development
               -Community Relations

Reasons for the Goal:
        -promote brain activity
        -learn skills for life-long health and fitness

Strategies and timelines to achieve the goal:
(T. Timeline) September 2015-May 2016

How will you know the goal was successfully accomplished?
(M. Measurable) (*R. Result Based*)
        -decline in school absences due to illness
        -increased participation in physical activity
        -monitor height and weight of students

Building Goal Form

Building: Buchanan K-1 Center

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: All k/1st graders will participate in health education throughout the 2015-2016 school year.

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Mighty Milers	After school program staff	Sept. 2015- May 2016	-Mighty Milers program	None	-After school program staff -15 minutes per day
Step 2: Fruit and Vegetable Program	Food service, teachers	Sept. 2015- May 2016	-Grant	None	-food services, teachers -daily
Step 3: Health education for all students with school nurse	School nurse, teachers	Sept. 2015- May 2016	-Internet resources -Teacher topic requests	None	-nurse -twice a month
Step 4: Brain breaks	Faculty	Sept. 2015- May 2016	-Internet resources	None	-teachers -daily
Step 5: Staff wellness incentives	Wellness committee, Faculty, Principal	Sept. 2015- May 2016	-$200 for incentives	None	-faculty

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)* -level of participation
-decrease in illnesses and absences
-monitor of height and weight of students

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)* -feedback from students and staff
-level of participation
-decrease in illnesses and absences
-monitor height and weight of students

Goal Review Form

Huron School District

Goal Reports
2015-2016 School Year

Name of Administrator/Building(s): Peggy Heinz- Buchanan K-1 Center
Goal: All K-1st graders will participate in health education throughout the 2015-2016 school year.
Action Steps Report:

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: RED (not effective-discontinue)
                        YELLOW (partially implemented-shows progress-continue to implement)
                        GREEN (fully implemented-continue)
                        No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. Mighty Milers	-level of participation	
2. Fruit and Vegetable Program	-knowledge of different fruits and vegetable	
3. Health education for all students with school nurse	-decrease in illnesses and absences	
4. Brain breaks	-level of participation	
5. Staff wellness incentives	-level of participation -decrease in illnesses and absences	

Comments/Recommendations:

Administrator Goal Setting Form
Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area: Peggy Heinz, Buchanan Elementary

Statement of the Goal: By Spring 2016, 100% of students in grades K/1 will meet projected growth or more in reading/language arts as measured by the NWEA test.

State the district goal to which this goal applies:
- **Student Achievement**
    - All students will read at grade level.
- **Staff Development**
- **Community Relations**

Reasons for the Goal:
Reading continues to be an area of needed improvement and focus as measured by formal and informal assessments.

Strategies and timelines to achieve the goal:
2015-2016 school year.
- Use of PLCs as a vehicle to data driven instruction
- HUGS/BUBBLE assemblies to celebrate achievement/improvement in reading
- Enrichment/Collaborative small group instruction/SIPPS
- Continue to consistently implement Making Meaning, Being a Writer, SIPPS, Animated Alphabet, Developmental Writing, Music and Me curriculum
- Use of full time Instructional Coach
- Mini/quarterly data retreats
- Provide reading enrichment through technology (RAZ kids, Waterford, MobyMax) and library
- Fluency Book Buckets-students will have access to a variety of fiction and non-fiction books that meet their reading level and increase fluency and comprehension

How will you know the goal was successfully accomplished?
Spring NWEA scores will be compared to fall NWEA data to determine growth

Building Goal Form

Building: Buchanan Elementary

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: 100% of students in grades K/1 will show growth in reading and language arts as measured by the spring NWEA reading test

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. *Resources Available* B. *Resources Needed (financial, human, political & other)*	Potential Barriers A. *What individuals or organizations might resist?* B. *How?*	Communications Plan *Who is involved? What methods? How often?*
Step 1: Attend the district wide data retreat and develop a school improvement goal for reading	Principal, school improvement team, instructional coach	September 2nd	A. Data, HQ teachers, instructional coach B.	A. No Resistance at this time. B.	The reading subcommittee met on September 2nd and collaborated to update our reading/ language arts strategies. The plan will be shared at the first PTO meeting.
Step 2: Staff will implement the reading goal and strategies	Principal, teachers, instructional coach, paras	September 8th	A. Staff, reading curriculum, leveled books, technology B.	A. B.	
Step 3: Evaluate plan, programming at the end of the year and review testing data	Principal, staff	May 27th	A. Data, staff, portfolios B.	A. B.	NWEA score and quarterly report cards shared with parents, staff

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*
Winter NWEA testing, SIPPS testing, staff input, PLC notes and participation, administrative walkthroughs, curriculum map reviews, staff collaboration notes, Instructional Coaches logs

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)*
NWEA data, artifacts in portfolios, SIPPS testing data, GAP analysis

Huron School District

Goal Reports

2015-2016 School Year

Name of Administrator/Building(s): Peggy Heinz/Buchanan
Goal: 100% of students in grades K/1 will show growth in reading and language arts as measured by the Spring NWEA test.
Action Steps Report:

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: RED (not effective-discontinue)
YELLOW (partially implemented-shows progress-continue to implement)
GREEN (fully implemented-continue)
No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. Use of PLC's as a vehicle to data driven instruction	Notes submitted to Principal Flexible groups Instructional Coach Feedback NWEA data/Discussion	
2. HUGS/BUBBLES assemblies to celebrate achievement/improvement in reading	Teacher Feedback Parent Involvement Data	
3. Enrichment/collaboration small group instruction/SIPPS	NWEA Score Flexible Groups Collaboration PLC Discussion Notes	
4. Continue to consistently implement Making Meaning, Being a Writer, SIPPS, Animated Alphabet, Developmental Writing, Music and Me	Lesson Plans Observations Data Teacher Feedback	
5. Use of a full time Instructional Coach	Data Instructional Coach Logs Weekly Meetings Research	
6. Mini/quarterly data retreats	Collaboration Notes NWEA Data Learning Continuum Discusssion Staff Professional Development Diane Olson ESA 3	

| 7.Reading Enrichment/RAZ-kids/Waterford/Book Buckets/MobyMax | Teacher Feedback
Data
Instructional Coaching Log | |

Comments/Recommendations:

Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area: Peggy Heinz, Buchanan Elementary

Statement of the Goal: Buchanan Elementary will provide effective staff development for all teachers/staff.

State the district goal to which this goal applies:
Staff Development
- Collaboration
  - Stay the course while continuing to look for new opportunities to collaborate
- Adequate training
  - Keep BOE informed on all professional development
  - Align professional development to student achievement goals
- Effective evaluations
  - Principals will fully implement teacher effectiveness model
- Retention and recruitment

Reasons for the Goal:
Staff, students and curriculum needs are constantly changing and we must give adequate training to best equip our staff to meet the needs of the learners.

Strategies and timelines to achieve the goal:
2015-2016 School year
- Monthly in-service trainings
- Weekly PLC meetings
- Monthly Mini-data retreat/PD sessions
- Instructional coaching opportunities
- SIOP coaching opportunities
- CGI training at staff meetings
- Diane Olson-
- Collaboration- four ½ days a year
- Weekly intervention/enrichment planning
- Specials (Sped, Music, PE, paras) trainings/collaborations
- New teacher mentor program (monthly district meetings, weekly contact with mentee/mentor)

How will you know the goal was successfully accomplished?

- Effective staff development will contribute to increases in scores in student achievement in the areas of reading, language usage, and mathematics as measured by NWEA.
- 100% of certified staff will complete professional portfolios.
- Administration and certified staff will implement with fidelity the teacher effectiveness model as recommended by the BOE and HEA. This will include the writing and monitoring of Student Learning Objectives (SLO).

Building Goal Form

Building: _____ Buchanan Elementary _____

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal:
Buchanan Elementary will provide effective staff development for all teachers/staff.

Action Steps _What Will Be Done?_	Responsibilities _Who Will Do It?_	Timeline _By When? (Day/Month)_	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan _Who is involved? What methods? How often?_
Step 1: Consult with the Curriculum Director and staff to assess needs	Administration, Instructional Coach, building leadership teams	Data Retreat August 5 and August 19th	**A.** Curriculum Director, Federal Grants Director, SPED Director, building administration, instructional coach, HQ staff, **B.**	**A.** **B.**	Curriculum Director, Federal Grants Director, SPED Director, building administration, instructional coach, HQ staff, .
Step 2: Set calendar for staff development topics and establish new teacher calendar for Professional Development (PD	Administration, Instructional Coach, building leadership teams	Instructional leaders will meet as directed by Supt. to review and schedule staff development calendar and needs	**A.** Curriculum Director, Federal Grants Director, SPED Director, building administration, instructional coach, HQ staff, **B.**	**A.** **B.**	Curriculum Director, Federal Grants Director, SPED Director, building administration, instructional coach, HQ staff,
Step 3: Evaluate effectiveness of PD after	Administration, Instructional Coach, building	All evaluations and portfolios should be completed and	**A. A.** Curriculum Director, Federal Grants Director, SPED Director,	**A.** **B.**	NWEA spring data will be reviewed upon completion and shared with

| reviewing NWEA data, final professional portfolio submission by certified staff to administration, review the evaluation process and SLO completion. | leadership teams | submitted with SLO reflection to administration by May 15, 2014.

NWEA spring data will be reviewed upon completion. | building administration, instructional coach, HQ staff,

B. | | students and parents.

Superintendent will receive copies of all evaluations and SLO reports by the deadline as determined by that office.

End of the year meetings will be held with all teachers at checkout to review and discuss PD for 2014-15 school year. |

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)* NWEA data will show growth in the areas of reading, language usage, and mathematics at winter and spring testings.

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)* Student Learning Objectives(SLOs) will be met. Portfolios will demonstrate understanding through documentation of the four Domains of Charlotte Danielson. Exit interviews with all certified staff will indicate PD were met.

Goal Review Form

Huron School District
Goal Reports
2015-2016 School Year

Name of Administrator/Building(s): Peggy Hinz/Buchanan
Goal: Buchanan Elementary will provide effective staff development for all teachers/staff.

Action Steps Report:

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: `RED` (not effective-discontinue)
`YELLOW` (partially implemented-shows progress-continue to implement)
`GREEN` (fully implemented-continue)
No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. Monthly in-service trainings	Collaboration notes, data	
2. Weekly PLC meetings	PLC notes	
3. Monthly Mini-data retreat/PD sessions	NWEA data, collaboration notes, trainings (writing, guided reading), learning continium	
4. Instructional coaching opportunities	Research, coaching reflections, modeling instruction, collaboration	
5. SIOP coaching opportunities	coaching reflections, modeling instruction, collaboration, trainings	
6. CGI training at staff meetings	coaching reflections, modeling instruction, collaboration, trainings	
7. Weekly intervention/enrichment planning	Groupings, assessments, data	
8. Specials (Sped, Music, PE, paras) trainings/collaboration	Notes, trainings, coaching, collaboration	

9. New teacher mentor program (monthly district meetings, weekly contact with mentee/mentor)	Notes, coaching, observations, collaboration	

Comments/Recommendations:

Administrator Goal Setting Form

Huron School District
Administrative Goal 14-15

Administrator(s)/Building/Area: Heather Rozell, Madison Elementary

Statement of the Goal: By Spring 2016, 100% of all 2nd and 3rd grade students will meet or exceed their projected growth in math as measured by NWEA

State the district goal to which this goal applies:

- **Student Achievement**
  - All students will have mathematical proficiencies / problem solving skills preparing them to be successful in college or career.
  - Empower students to:
    - Effectively communicate orally and in writing.
    - Access, interpret, utilize, and evaluate information.
    - Develop independent critical thinkers.

Reasons for the Goal:

All students in grades 2-3 are assessed using the NWEA in the fall, winter and spring.

Math continues to improve but will be an area of focus.

Strategies and timelines to achieve the goal

2015-2016 school year.

- Use of PLCs as a vehicle for data driven instruction
- PRIDE/PAWS assemblies to celebrate achievement/improvement in math
- Enrichment/Collaborative small group instruction
- Use of full time Instructional Coach
- Provide math enrichment through technology, small group instruction
- Timely review and revision of math curriculum map
- Evaluation of math materials and manipulatives
- Explore possibility of math instructional coach

How will you know the goal was successfully accomplished?

Spring NWEA scores will be compared to fall NWEA data to determine growth

Building Goal Form

Building: Madison Elementary

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: 100% of all 2ⁿᵈ and 3ʳᵈ grade students will meet or exceed their projected growth in math as measured by NWEA

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When?* *(Day/Month)*	Resources A. Resources Available B. Resources Needed *(financial, human, political & other)*	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Attend the district wide data retreat and develop a school improvement goal for math	Principal, school improvement team, instructional coach	August 13.20	A. Data, HQ teachers, instructional coach B.	A. B.	School Improvement team will share the plan and gather feedback from all staff members in during staff meetings, PLCs
Step 2: Staff will implement the math goal and strategies	Principal, teachers, instructional coach, paras	September 2	A. Staff, math curriculum, manipulatives, technology B.	A. B.	
Step 3: Evaluate plan, programming at the end of the year and review testing data	Principal, staff	May 29	A. Data, staff, portfolios B.	A. B.	PLC notes, portfolios, NWEA score shared with parents, staff

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*
Winter NWEA testing, formative testing, staff input, PLC notes and participation, administrative walkthroughs, curriculum map reviews, staff collaboration notes, Instructional coaching logs
Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)*
NWEA data, artifacts in portfolios, classroom data

Administrator Goal Setting Form

Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area: Heather Rozell, Madison Elementary

Statement of the Goal: By spring 2016, 100% of all 2nd and 3rd grade students will meet or exceed their projected growth in reading/language arts as measured by the NWEA

State the district goal to which this goal applies:
- **Student Achievement**
  - All students will read at grade level.
  - Empower students to:
    - Effectively communicate orally and in writing.
    - Access, interpret, utilize, and evaluate information.
    - Develop independent critical thinkers.

Reasons for the Goal:
All students grades 2-3 are assessed using the NWEA in the fall, winter and spring.

Reading continues to be an area of needed improvement.

Strategies and timelines to achieve the goal:
2015-2016 school year.
- Use of PLCs as a vehicle for data driven instruction
- PRIDE/PAWS assemblies to celebrate achievement/improvement in reading
- Enrichment/Collaborative small group instruction/SIPPS
- Continue to consistently implement Making Meaning, Being a Writer, SIPPS
- Use of full time Instructional Coach
- Provide reading enrichment through technology-RAZ kids
- Timely review and revision of math curriculum map
- Fluency Book Buckets-students will have access to a variety of books that meet there reading level in increase fluency and comprehension

How will you know the goal was successfully accomplished?
Spring NWEA scores will be compared to fall NWEA data to determine growth

Building Goal Form

Building: Madison Elementary

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: 100% of all 2nd and 3rd grade students will meet or exceed their projected growth in reading/language arts as measured by the NWEA

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Attend the district wide data retreat and develop a school improvement goal for reading	Principal, school improvement team, instructional coach	August 13,20	A. Data, HQ teachers, instructional coach B.	A. B.	School Improvement team will share the plan and gather feedback from all staff members in small groups at building in-service, plan will be posted in the building and shared at the first PTO meeting
Step 2: Staff will implement the reading goal and strategies	Principal, teachers, instructional coach, paras	September 8	A. Staff, reading curriculum, leveled books, technology B.	A. B.	
Step 3: Evaluate plan, programming at the end of the year and review testing data	Principal, staff	May 27	A. Data, staff, portfolios B.	A. B.	PLC notes, portfolios, NWEA score shared with parents, staff

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*
Winter NWEA testing, SIPPS testing, staff input, PLC notes and participation, administrative walkthroughs, curriculum map reviews, staff collaboration notes, Instructional Coaching logs

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)*
NWEA data, artifacts in portfolios, SIPPS testing data

Administrator Goal Setting Form

Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area: Heather Rozell/Madison Elementary

Statement of the Goal: Madison Elementary will provide effective staff development for all teachers/staff.

State the district goal to which this goal applies:

Staff Development
- Collaboration
  - Continue to look for new opportunities for teacher collaboration
- Adequate training
  - Align professional development to student achievement goals
- Effective evaluations
  - Principals will fully implement teacher effectiveness model

Reasons for the Goal:

Staff, students and curriculum needs are constantly changing and we must give adequate training to best equip our staff to meet the needs of the learners.

Strategies and timelines to achieve the goal:

2015-2016 School year
- Monthly in-service trainings
- Weekly PLC meetings
- Monthly Mini-data retreat/PD sessions
- Instructional coaching opportunities
- SIOP coaching opportunities
- CGI training at staff meetings
- Support mentoring program

How will you know the goal was successfully accomplished?
- Effective staff development will contribute to increases in scores in student achievement in the areas of reading, language usage, and mathematics as measured by NWEA.
- 100% of certified staff will complete professional portfolios as recommended by Framework for Teaching model and SD DOE.
- Administration and certified staff will implement with fidelity the teacher effectiveness model as recommended by the BOE and HEA. This will include the writing and monitoring of Student Learning Objectives (SLO).

Building Goal Form

Building: _____ Madison Elementary _____

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal:
Madison Elementary will provide effective staff development for all teachers/staff.

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Consult with the Curriculum Director and staff to assess needs	Administration, Instructional Coach, building leadership teams	Data Retreat August 13 and August 20	**A.** Curriculum Director, Federal Grants Director, SPED Director, building administration, instructional coach, HQ staff, **B.**	**A.** **B.**	Curriculum Director, Federal Grants Director, SPED Director, building administration, instructional coach, HQ staff, .
Step 2: Set calendar for staff development topics and establish new teacher calendar for Professional Development (PD	Administration, Instructional Coach, building leadership teams	Instructional leaders will meet as directed by Supt. to review and schedule staff development calendar and needs	**A.** Curriculum Director, Federal Grants Director, SPED Director, building administration, instructional coach, HQ staff, **B.**	**A.** **B.**	Curriculum Director, Federal Grants Director, SPED Director, building administration, instructional coach, HQ staff,

| Step 3: Evaluate effectiveness of PD after reviewing NWEA data, final professional portfolio submission by certified staff to administration, review of FfT evaluation process and SLO completion. | Administration, Instructional Coach, building leadership teams | All evaluations and portfolios should be completed and submitted with SLO reflection to administration by May 27, 2016.

NWEA spring data will be reviewed upon completion. | A. A. Curriculum Director, Federal Grants Director, SPED Director, building administration, instructional coach, HQ staff,

B. | A.

B. | NWEA spring data will be reviewed upon completion and shared with students and parents.

Superintendent will receive copies of all evaluations and SLO reports by the deadline as determined by that office.

End of the year meetings will be held with all teachers at checkout to review and discuss PD for 2015-16 school year. |

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)* NWEA data will show growth in the areas of reading, language usage, and mathematics at winter and spring test, staff input, inservice survey data.

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)* Student Learning Objectives(SLOs) will be met. Portfolios will demonstrate understanding through documentation of the four Domains of Charlotte Danielson. Exit interviews with all certified staff will indicate PD was met.

Administrator Goal Setting Form

Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area: Heather Rozell, Madison 2-3 Center

Statement of the Goal: Work to develop stronger relationships between home, school and community with 75% of families participating in fall, winter, and spring activities during the 2015-2016 school year.

State the district goal to which this goal applies:
- **Community Relations**
  - Continue to effectively communicate with all stakeholders

Reasons for the Goal:

Community understands their vital role in the district

Continue to effectively communicate with all stakeholders

Collaborate to develop a stronger relationship between schools and families

Strategies and timelines to achieve the goal

2015-2016 school year
- Quarterly parent activities
- Quarterly PAWS assemblies to celebrate achievement/improvement in reading, writing, math and behavior
- Posting information on the Madison Facebook and Shutterfly page to inform parents of the happenings at Madison
- Moby Max and RAZKids are accessible to use at home
- Increase use of social media to keep parents informed – examples: blogs, twitter, remind
- Participate in the Homecoming parade
- Music concerts twice a year
- Monthly newspaper article in Huron Daily Plainsman
- Good News report to the Huron School Board
- Monthly ESL meeting
- Quarterly PTO meeting
- Before school and Christmas open house
- Parent volunteers

How will you know the goal was successfully accomplished?

Data on parent attendance at all parent activities, feedback from stakeholders

Building Goal Form

Building: Madison 2-3 Center

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: 75% of families will participate in school events and home/school activities

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Scheduling for parent activities	Principal, school improvement team, instructional coach, staff	Sept 30	A. financial resources thru Title 1 funds		All staff are involved in planning the parent activities and following thru with the plan. These are done quarterly.
Step 2: Posting information on the Madison Facebook and Shutterfly Page	Principal and secretary	On going		A. Families who do not have access to a computer B. Language barrier for our ESL parents	Notes Home on how to access the Buchanan Facebook page at the beginning of the year
Step 3: Moby Max and RAZKids	Teachers, Instructional Coach	September 30th	**Title funds**	Families who do not have access to a computer	Teachers will send notes home to let parents know how to access.
Step 4: Social media	Principals and staff	On going		A. Language barrier for our ESL parents B. Families who do not have access to internet	Staff will notify parents of availability
Step 5: Homecoming parade	Principal and staff	October 2nd	**PTO**		Homecoming committee plans it.
Step 6: Music	Principal and staff	May 27th			Music teacher plans the

concerts					concerts.
Step 7: Article for Plainsman	Principal and staff	May 27th		Language barrier for our ESL parents	Staff writes a monthly article.
Step 8: Good News Report for School Board	Principal and staff	May 27th		A. People without cable or internet B. Language barrier for our ESL parents	Principal and staff present once a year.
Step 9: ESL/Migrant parent meeting	ESL/Title Director, School/Home liaisons	May 27th			ESL/Title Director and School/Home liaisons plan and present once a month.
Step 10: PTO meeting	Principal, president, staff and parents	May 27th		A. People who have time conflicts with scheduled time.	Principal, president, staff and parents meet monthly to discuss school matters.
Step 11: Open Houses	Principal and all staff	December 23rd	Title funds	A. People who have time conflicts. B. Language barrier for our ESL parents	Principal and staff plan twice a year.
Step 12: Parent volunteers	Classroom teachers and principal	May 27th		A. People who have time conflicts. B. Language barrier for our ESL parents	Classroom teachers send a letter home at the beginning of the year.

Evidence Of Success (*How will you know that you are making progress? What are your benchmarks?*)
Data taken on the percentage of parents who attend the parent involvement activities.

Evaluation Process (*How will you determine that your goal has been reached? What are your measures?*)
Increase in parent involvement each time, Data

Administrator Goal Setting Form

Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area: Heather Rozell, Madison Elementary

Statement of the Goal: All Students and staff will be educated and employed in an environment that is safe, drug free, promotes wellness/healthy behaviors and is conducive to learning.

State the district goal to which this goal applies:
- **Student Achievement**
- **Staff Development**
  - Retention and recruitment
- **Community Relations**
  - Focus on interacting with the community to understand their vital role

Reasons for the Goal:
Student health/wellness is tied to student achievement. Attendance continues to be an area of focus. Healthy staff and students=better attendance.
Madison strives to have students/staff feel safe and welcome.

Strategies and timelines to achieve the goal
2015-2016 school year.
- Refine the PBIS process
- Develop building comprehensive counseling plan
- Develop the role of the school social worker
- Continue to have a building wellness committee
- Offer staff wellness challenges through out the year
- Use community resources to assist with staff and student wellness
- Explore ways to improve parent involvement/awareness
- Teach social/emotional/safety curriculum
- Administer School safety survey

How will you know the goal was successfully accomplished?
Attendance data, behavior data, school safety data, informal/formal observations

Building Goal Form

Building: Madison Elementary

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: All Students and staff will be educated and employed in an environment that is safe, drug free, promotes wellness/healthy behaviors and is conducive to learning

Action Steps *What Will Be Done?*	**Responsibilities** *Who Will Do It?*	**Time line** *By When? (Day/ Month)*	**Resources** A. *Resources Available* B. *Resources Needed (financial, human, political & other)*	**Potential Barriers** A. *What individuals or organizations might resist?* B. *How?*	**Communications Plan** *Who is involved? What methods? How often?*
Step 1: Meet as a wellness committee and mental health committee and develop goals	Principal, team members, school social worker	Sept 30	A. B.	A. B.	Staff meetings, PLCs, email
Step 2: Implement wellness challenges	Principal, wellness committee	June 15	A. B.	A. B.	Email, staff meeting, PLCs
Step 3: Develop comprehensive counseling/mental health plan	Principal, school social worker	June 15	A. B.	A. B.	PLC notes, portfolios, NWEA score shared with parents, staff
Step 4: Pre-test/post test School safety survey	School Social worker, staff, students, interpreters	June 15	A. B.	A. B.	Website, facebook, email, staff meetings
Step 5: Evaluate plan, programming at the end of the year and review data	Principal, committee members, school social worker	June 15	A. B.	A. B.	Staff meetings, email

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*
Staff participation with wellness challenges, decrease in behavior data, completion of a comprehensive counseling plan, improvement in school safety data, improvement in staff and student attendance

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)*

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

<u>Administrator(s)/Building/Area</u>: Beth Foss, Washington 4th / 5th Grade Center

<u>Statement of the Goal</u>: Washington Elementary will provide effective staff development for all faculty and staff.

<u>State the district goal to which this goal applies</u>:
 Goal #1 – Student Achievement
 Goal #2 – Staff Development

<u>Reasons for the Goal</u>: Staff, Scholars and Curriculum needs are constantly changing, and we must give adequate training to our faculty to meet the ever changing dynamics in education and the community.

<u>Strategies and timelines to achieve the goal</u>: 2015 – 2016 School year - See page 2 for strategies and action steps.

<u>How will you know the goal was successfully accomplished?</u> Effective Staff Development will contribute to increases in scores in scholar achievement in the areas of Reading, Language usage and Mathematics as measured by NWEA.

Building Goal Form

Building: ___Washington Elementary 4th / 5th Grade Center___

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: **Washington Elementary will provide effective staff development for all teachers/staff.**

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. *Resources Available* B. *Resources Needed (financial, human, political & other)*	Potential Barriers A. *What individuals or organizations might resist?* B. *How?*	Communications Plan *Who is involved? What methods? How often?*
Step 1: Consult with the Curriculum Director and staff to assess needs.	Administration, Instructional Coach, building leadership teams.	August 5 and August 19	A. Curriculum Director, Federal Grants Director, SPED Director, Building Administration, Instructional Coach, HQ Staff.	None	Curriculum Director, Federal Grants Director, SPED Director, Building Administration, Instructional Coach, HQ Staff.
Step 2: Set calendar for staff development topics and establish new teacher calendar for Professional Development	Administration, Instructional Coach, building leadership teams.	Instructional Leaders will meet as directed by Supt. To review and schedule staff development calendar and needs	A. Curriculum Director, Federal Grants Director, SPED Director, Building Admin, Instructional Coach, HQ Staff.	None	Curriculum Director, Federal Grants Director, SPED Director, Building Administration, Instructional Coach, HQ Staff

| Step 3: Evaluate effectiveness of PD after reviewing data, final professional portfolio submission by certified staff to administration, review the evaluation process and SLO completion | Administration, Instructional Coach, building leadership teams. | All evaluations and portfolios should be completed / Submitted with SLO reflection to administration by May 15, 2014. NWEA spring data will be reviewed upon completion. | A. Curriculum Director, Federal Grants Director, SPED Director, Building Admin, Instructional Coach, HQ Staff. | None | Curriculum Director, Federal Grants Director, SPED Director, Building Administration, Instructional Coach, HQ Staff, students and parents. Superintendent will receive copies of all evaluations and SLO reports by the deadline as determined by that office. End of year meetings will be held with all teachers at checkout to review and discuss PD for 2014-15 school year. |

Evidence Of Success: NWEA data will show growth in the areas of reading, language usage, and mathematics at winter and spring testing

Evaluation Process: Student Learning Objectives (SLOs) will be met. Portfolios will demonstrate understanding through documentation of the four Domains of Charlotte Danielson. Exit interviews with all certified staff will indicate PD were met.

Administrator Goal Setting Form
Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area: Beth Foss, Washington 4th / 5th Grade Center

Statement of the Goal: All Scholars will be educated in learning environments that are positive, safe and conducive to learning.

State the district goal to which this goal applies:
> Goal #1 – Student Achievement
> Goal #2 – Staff Development
> Goal #3 – Community Relations

Reasons for the Goal: To increase positive school –wide behavior and to improve safety for all in order that all scholars feel safe coming and during school hours.

Strategies and timelines to achieve the goal: 2015-16 school year. See page 2 for strategies and action steps.

How will you know the goal was successfully accomplished?
> Parent/Scholar Surveys, decrease in behavior/conduct forms.

Building Goal Form

Building: Washington 4th / 5th Grade Center

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: All scholars will be educated in learning environments that are positive, safe, and conducive to learning.

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When?* *(Day/ Month)*	Resources C. *Resources Available* D. *Resources Needed (financial, human, political & other)*	Potential Barriers C. *What individuals or organizations might resist?* D. *How?*	Communications Plan *Who is involved? What methods? How often?*
Step 1: School Counselor will provide Second Step lessons in the classroom to all scholars.	Counselor	Sept. 2015- May 2016	Counseling materials Referrals from teachers	None	Admin/Faculty/ Counselor
Step 2: School will follow the PBIS model.	Faculty, Principal, Counselor	Sept. 2015- May 2016	$200 Roars Staff	None	PBIS team
Step 3: Red Ribbon Week.	Counselor/ Nurse	October 2015	$100	None	Letters home
Step 4: Bullying Prevention Week.	Principal Counselor Faculty Staff	March 2016	Internet $100	None	Letters to all stakeholders

Evidence Of Success
Observation of school environment and the decline of behavior/conduct forms

Evaluation Process
The decline of behavior/conduct forms. Parent/Teacher/Scholar Surveys.

Administrator Goal Setting Form

Huron School District
Administrative Goal 15-16

<u>Administrator(s)/Building/Area</u>: Beth Foss, Washington 4th/5th Grade Center

<u>Statement of the Goal</u>: All 4th / 5th Grade Scholars will participate in Health Education

<u>State the district goal to which this goal applies</u>:
> *Goal #1 – Student Achievement*
> *Goal #2 – Staff Development*
> *Goal #3 – Community Relations*

<u>Reasons for the Goal</u>: A healthy body & mind are essential aspects of the scholars' learning.

<u>Strategies and timelines to achieve the goal</u>: 2015-16 School Year. See page 2 for Strategies and Action Plans

<u>How will you know the goal was successfully accomplished?</u>

> **Attendance Increase**
> **Increase in physical activity**

Building Goal Form

Building: Washington Elementary 4th / 5th Grade Center

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: All 4th / 5th Grade Scholars will participate in Health Education throughout the 2015-16 school year

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources E. Resources Available F. Resources Needed (financial, human, political & other)	Potential Barriers E. What individuals or organizations might resist? F. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Fruit and Vegetable Program	Food Service, Teachers	Sept 2015-May 2016	Grant	None	Food Services Teachers Daily
Step 2: Health Education for all students with school nurse	School Nurse, Teachers	Sept 2015-May 2016	Internet Resources Teacher topic requests	None	Nurse Weekly
Step 3: Staff wellness incentives	Wellness Committee Faculty, Principal	Sept 2015-May 2016	$200 for incentives	None	Faculty

Evidence of Success
    Level of participation
    Decrease in illnesses and absences

Evaluation Process
    Feedback from scholars and staff
    Level of participation
    Decrease in illnesses and absences

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

<u>Administrator(s)/Building/Area</u>: **Beth Foss, Washington 4th / 5th Grade Center**

<u>Statement of the Goal</u>: **By Spring 2016, 100% of scholars in grades 4th and 5th will meet projected growth or more in Reading / Language Arts as measured by the NWEA test. 100% of all ELL Scholars in grades 4th and 5th will increase by one level as measured by the Spring Access Score.**

<u>State the district goal to which this goal applies</u>:
 Goal #1 – Student Achievement
 Goal #2 – Staff Development
 Goal #3 – Community Relations

<u>Reasons for the Goal</u>: **Reading continues to be an area of needed improvement and focus as measured by formal and informal assessment.**

<u>Strategies and timelines to achieve the goal</u>: **2015-16 school year. See page 2 for strategies and action steps.**

<u>How will you know the goal was successfully accomplished?</u>
 Spring NWEA scores will be compared to the Fall NWEA data to determine growth. Also, the Spring Access scores will be reviewed with the previous Access scores to determine growth.

Building Goal Form

Building: Washington 4th / 5th Grade Center

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: By Spring 2016, 100% of scholars in grades 4th and 5th will meet projected growth or more in Reading / Language Arts as measured by the NWEA test. 100% of all ELL Scholars in grades 4th and 5th will increase by one level as measured by the Spring Access Score.

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When?* *(Day/ Month)*	Resources G. Resources Available H. Resources Needed *(financial, human, political & other)*	Potential Barriers G. What *individuals or organizations might resist?* H. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Attend the district wide data retreat and develop a school improvement goal for Reading.	Admin/Faculty	Sept. 2nd	**A.** Data, HQ teachers, instructional coaches	None	The Reading subcommittee met on Sept 2nd and collaborated to update our Reading / Language Arts strategies
Step 2: Staff will implement the Reading goal and strategies.	Admin / Faculty and Support Staff	September 8th	**A.** Staff, Reading curriculum, leveled books, technology	None	Plan shared with families on Sept 22nd All School Parent Night Meeting
Step 3: 90 Minute Reading Blocks	Admin / Faculty and Support Staff	Sept 8 to May 27	**A.** Data Formal/Informal Observations Technology	None	Admin/Faculty and Support Staff Monthly PLC's Parent/Teacher Conferences

Step 4: Focus on Writing	Admin / Faculty and Support Staff	Sept 8th to May 27th	**A.** Data Formal/Informal Observations Gap Analysis PLC's	None	Admin/Faculty and Support Staff Monthly PLC's
Step 5: Develop LAPS	Admin / Faculty ELL Teacher	By Oct 10, 2015	**A.** All ELL Teachers	None	Admin/ELL Teacher Meeting during month of Oct.
Step 6: Increase use of SIOP	Admin / Faculty and Support Staff	Weekly Review	**A.** SIOP Coaches Observations PLC's	None	Admin/Faculty and Support Staff During Faculty / PLC Meetings
Step 7: Evaluate plan, programming at the end of the year and review testing data	Admin / Faculty and Support Staff	May 27th	**A.** Data, staff, portfolios	None	NWEA scores and quarterly report cards shared with parents, staff

Evidence Of Success

Winter NWEA testing, SIPPS testing, Staff Input, PLC Notes and participation. Administrative walkthroughs, Curriculum Map reviews, Staff Collaboration notes, Instructional Coaches Logs, Access Test results, SIOP

Evaluation Process

NWEA Data, artifacts in portfolios, SIPPS Testing Data, Gap Analysis.

Huron School District

Administrative Goal 15-16

<u>Administrator(s)/Building/Area</u>: **Beth Foss, Washington 4th / 5th Grade Center**

<u>Statement of the Goal</u>: **Work to develop stronger relationship between home, school, and community with 75% of families participating in fall, winter, and spring activities during the 2015-16 school year.**

<u>State the district goal to which this goal applies</u>:
Goal #1 – Student Achievement
Goal #2 – Community Relations

<u>Reasons for the Goal</u>: **Statistics show that the more parents that are involved in school, scholars achieve higher. Parents & scholars will take ownership in the school and we will help them understand that school should be a priority in their lives.**

<u>Strategies and timelines to achieve the goal</u>: **2015-16 School year. See page 2 for strategies and action steps.**

<u>How will you know the goal was successfully accomplished?</u> **Data on parent attendance at all parent activities, data from parent surveys.**

Building Goal Form

Building: __Washington Elementary 4th / 5th Grade Center__

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: 75% of families will participate in school events and Home/School Activities.

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources I. Resources Available J. Resources Needed (financial, human, political & other)	Potential Barriers I. What individuals or organizations might resist? J. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Scheduling for parent activities	Principal, school improvement team, instructional coach, staff	Sept 2015- May 2016	**A.** Financial resources through Title 1 funds		All staff are involved in planning the parent activities and following through with the plan. These are done quarterly.
Step 2: Posting information on the Washington Facebook Page.	Principal and teachers	Throughout the 2015-16 school year		**A.** Families who do not have access to a computer **B.** Language barrier for our ESL parents	Notes home on how to access the Washington Facebook page at the beginning of the year.
Step 3: Newsletter Home	Principal/ Staff	Monthly		**B.** Language barrier for our ESL parents	All classroom teachers will send home a weekly or monthly newsletter.

Step 4: Moby Max	Instructional Coach	Sept 30	Title Funds	Families who don't have access to a computer	4th / 5th grade teachers will send notes home to let parents know how to access.
Step 5: Social Media	Principal and staff	May 27		**A.** Language barrier for our ESL parents **B.** Families who do not have access to internet	Staff will notify parents of availability.
Step 6: Homecoming Parade	Principal and staff	October 2nd	PTO		Homecoming committee plans it.
Step 7: Music Concerts	Principal and staff	May 27			Music teacher plans the concerts.
Step 8: Article for Plainsman	Principal and staff	May 27		**A.** Language barrier for our ESL parents	Staff writes a monthly article.
Step 9: Good News Report for School Board	Principals and staff	May 27		**A.** People without cable or internet **B.** Language barrier for out ESL parents	Principal and staff present once a year.
Step 10: ESL/ Migrant parent meeting	ESL/Title Director, School/ Home Liaisons	May 27			ESL/Title Director and School/Home Liaisons plan and present once a month.
Step 11: Social Media	Principal, President, staff and parents	May 27		**A.** People who have time conflicts with noon.	Principal, President, staff and parents meet monthly to discuss school matters.

Step 12: Open Houses	Principal and staff	December 23rd	Title Funds	**A.** People who have time conflicts **B.** Language barrier for our ESL parents	Principal and staff plan twice a year.
Step 13: Parent Volunteers	Classroom teachers and principal	May 27		**A.** People who have time conflicts **B.** Language barrier for our ESL parents	Classroom teachers send a letter home at the beginning of the year.

Evidence Of Success: Data taken on the percentage of parents who attend the parent involvement activities.

Evaluation Process: Increase in parent involvement each time. Data, parent surveys.

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area: Beth Foss, Washington 4th / 5th Grade Center

Statement of the Goal: By Spring 2016, 100% of scholars will meet projected growth or more in math as measured by the NWEA Test.

State the district goal to which this goal applies:
Goal #1 – Student Achievement
Goal #2 – Staff Development
Goal #3 – Community Relations

Reasons for the Goal: Math continues to be an area of needed improvement and focus as measured by formal and informal assessments.

Strategies and timelines to achieve the goal: Sept 2015 – May 2016 - See page 2 for strategies and action steps.

How will you know the goal was successfully accomplished? Spring 2016 scores will be compared to Fall 2015 NWEA Data to determine growth.

Building Goal Form

Building:___Washington Elementary 4th / 5th Grade Center___

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: 100% of all 4th / 5th Grade Scholars will show growth in Math as measured by the Spring NWEA Math Test.

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources K. *Resources Available* L. *Resources Needed (financial, human, political & other)*	Potential Barriers K. *What individuals or organizations might resist?* L. *How?*	Communications Plan *Who is involved? What methods? How often?*
Step 1: Attend the district wide Data Retreat and develop a school Improvement goal for Math	Admin/ Faculty Support Staff	August 13 and August 20	Data, HQ, Teachers Instructional Coach	None	Admin/Faculty Support Staff Shared on Sept 2 at In-Service All have electronic copy. The plan will be shared with families on Sept 22nd, All School parent night meeting
Step 2: Staff will implement the Math goal & strategies.	Admin/ Faculty/ Support Staff	Sept 2nd	A. Staff, Math Curriculum, Manipulatives, Technology, NWEA, Math Vocabulary.	None	PLC's will meet on a monthly basis to discuss strategies on implementing Math goals.
Step 3: 70 Minutes of uninterrupted Math block.	Admin/ Faculty/ Support Staff	Sept 8-May 27	A. Observation, Discussion in PLC's	None	Admin/Faculty Support Staff

Step 4: Math Intervention Groups	Admin/ Faculty/ Support Staff	Sept 8- May 27	**A**. Formal & informal testing **B**. Discussion in PLC's	None	Admin/Faculty Support Staff
Step 5: Evaluate Plan, Programming at the end of year & review testing data.	Admin/ Faculty/ Support Staff	Sept 8- May 27	**A.** Data - NWEA/Moby Max, Portfolios	None	PLC Notes, Portfolios, NWEA shared with Parents & Staff.

Evidence Of Success: Winter and Spring NWEA testing, staff input, PLC notes and participation, administrative walkthroughs, curriculum map reviews, staff collaboration notes, CGI Coaches.

Evaluation Process: NWEA Data, and artifacts in portfolios.

Administrator Goal Setting Form

Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area: Michael Taplett and Laura Willemssen/Huron Middle School

Statement of the Goal: 100% of students in grades 6-8 will show growth in achievement in mathematics as measured by NWEA.
(S. Specific)

State the district goal to which this goal applies:
(A. Attainable)

All students will have mathematical proficiencies/problem solving skills to allow them to be successful in, high school, college or career.
- All students will exceed projected growth

Reasons for the Goal:

Scores at the 5th grade level (this year's 6th grade) indicate that of the 147 students tested 74 are performing at or above norm grade level in overall performance (50%).
Spring of 2015 NWEA scores indicate that 48% of 5th graders (this year's 6th graders) are performing below grade level in the area of Operations and Algebraic Thinking and in the area of Geometry (48%). In the area of Measurement 43% tested below grade level and Number and Operations 40% of students were below grade level.

Scores at the 6th grade level (this year's 7th grade) indicate that of the 182 students tested 83 are performing at or above norm grade level in overall performance (46%). With lowest performance being demonstrated in the areas of Real and Complex Number Systems (47% below grade level) and Geometry(45% below grade level) and highest performance in the area of Statistics and Probability (40% below grade level).

Scores at the 7th grade level (this year's 8th grade) indicate that of the 198 students tested 101 are performing at or above norm grade level in overall performance (51%). All areas tested indicate similar ability in all areas with scores in the 45%-49% range: Real and Complex Number Systems (49% below grade level), Operations and Algebraic Thinking (48%), and Statistics and Probability (47% below grade level), and Geometry (45% below grade level).

Strategies and timelines to achieve the goal: 2015-2016 school year
(T. Timeline)

How will you know the goal was successfully accomplished? Seasonal NWEA scores: fall, winter, spring, student demonstrating proficiencies on teacher created formative and summative assessments, and eventually Smarter Balance.
(M. Measurable) (R. Result Based)

Building Goal Form

Building: _____ Huron Middle School _____

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: ___100% of students in grades 6-8 will show growth in achievement in mathemataics as measured by NWEA.

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. *Resources Available* B. *Resources Needed (financial, human, political & other)*	Potential Barriers A. *What individuals or organizations might resist?* B. *How?*	Communications Plan *Who is involved? What methods? How often?*
Step 1: Huron Middle School's School Improvement Team will meet to review data and determine areas for building wide focus and areas of concern.	Administration, Instructional Coach, building leadership teams (LEAP. Faculty Advisory)	Data District Data Retreat August 13 and 20, 2015. Monthly LEAP meetings, bi-monthly Focus meetings	**A..** HQ teachers funded by general funds, NWEA testing dates and scores, School Improvement funds and federal grants, Title 1-A, Title 1-C, and Title 111, 1003 G, para educator support **B.** Substitute teachers for staff when at required meetings,	**A.** No resistance is predicted at this time. **B.**	Staff communicates to teams weekly, to community as required by BOE and federal programming director, Parent compacts and Title service information is shared and school report card is posted.
Step 2: Schedule meeting dates and staff development schedule for determined needs: 6-8 team meetings to vertically alignment of standards and	Administration, Instructional Coach, building leadership teams, HQ math teachers	Monthly meetings to be held by math department, notes shared with administration and curriculum office	**A.** HQ teachers funded by general funds, NWEA testing dates and scores, School Improvement funds and federal grants, Title 1-A and Title 1-, para educator support **B.**	**A.** No resistance is predicted. **B.**	Staff communicates to teams weekly, to community as required by BOE and federal programming director. Curriculum maps are developed on SIOP lesson plan template and shared with

curriculum materials, completion of curriculum maps with submission to Curriculum Office Continue working with teachers to develop capacities to work with curriculum materials (4th) year of implementation, math teacher leaders will complete prioritizing standards, writing proficiency scales, and pre and post tests.					administration, HQ staff, and curriculum office to be placed on district website. NWEA student reports will be shared with parents and students at PTC.
Step 3: Evaluate programming at the end of the year and review testing data	All HMS certified staff	Spring of 2016: Evidence submitted with professional portfolio	**A.** HQ teachers funded by general funds, NWEA testing dates and scores, Improvement funds and federal grants, Title 1-A, Title 1-C, and Title 111, 1003 G, para educator support **B.**	**A.** **B.**	Team notes, required submissions to DOE, Focus meeting notes, documentation as required by portfolio checklists, teacher newsletters, NWEA scores will be shared with parents at PTC, ICU database

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)* NWEA test scores will be reviewed upon completion in the fall, winter, and spring. Algebra I semester test scores and end of the year state mandated Algebra test will be reviewed, and quarter grades at all levels. Evidence presented in Student Learning Objectives as required through the teacher evaluation process.

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)* Demonstration of growth on NWEA in areas of concerns as well as areas of achievement, student successfully passing semester algebra test, and demonstrating proficiency on teacher developed formative and summative assessments.

Administrator Goal Setting Form

Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area: Mike Taplett and Laura Willemssen/Huron Middle School

Statement of the Goal: HMS will provide timely, effective, research based staff development for all teachers with an emphasis in writing and reading strategies, interpreting NWEA and ACCESS data, SIOP, Teacher Effectiveness Model from *Framework for Teaching*, Prioritized Standards and reporting methods, the development of Student Learning Objectives (SLO), and the integration of technology as an instructional tool (iPad, laptops etc.). *(S. Specific)*

State the district goal to which this goal applies:
(A. Attainable)
Staff Development
- Collaboration
  - Continue to look for new opportunities for teacher collaboration
- Adequate training
  - Keep BOE informed on all professional development
  - Align professional development to student achievement goals
- Effective evaluations
  - Principals will fully implement teacher effectiveness model
- Retention and recruitment

Reasons for the Goal:
Effective staff development which is timely and directly related to data driven needs creates a common goal for all staff in any given content area, grade level, or team.

Strategies and timelines to achieve the goal: 2015-16 school year
(T. Timeline) See table below

How will you know the goal was successfully accomplished?
(M. Measurable) (R. Result Based)
- Effective staff development will contribute to increased scores in student achievement in the areas of reading, language usage, and mathematics as measured by NWEA.
- Continue utilizing planning time for grade level and content area collaboration during Focus meetings.
- 100% of HMS certified will complete professional portfolios as recommended by Framework for Teaching model and SD DOE.
- Administration and certified staff will implement with fidelity the teacher effectiveness model as recommended by the BOE and HEA. This will include the writing and monitoring of Student Learning Objectives (SLO).
- New teachers will be assigned mentors to help them build capacity through district and building level trainings/ meetings and collaboration.
- Staff will complete a needs questionnaire to determine areas of interest and need.

Building Goal Form

Building: _____ Huron Middle School _____

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: HMS will provide timely, effective, research based staff development for all teachers with an emphasis in writing and reading strategies, interpreting NWEA and ACCESS data, SIOP, Teacher Effectiveness Model from *Framework for Teaching*, effective teacher reflection and portfolio development, the development of Student Learning Objectives (SLO). and the integration of technology as an instructional tool (iPad, laptops etc.).
(S. Specific)

(S. Specific)

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources *A. Resources Available* *B. Resources Needed (financial, human, political & other)*	Potential Barriers *A. What individuals or organizations might resist?* *B. How?*	Communications Plan *Who is involved? What methods? How often?*
Step 1: Huron Middle School's School Improvement Team will meet to review data and determine areas for building wide focus and areas of concern. Determine areas and poll teachers for areas that they feel are their	Administration, Instructional Coach, building leadership teams	Data Retreat in August of 2015 Monthly School improvement meetings, bi-monthly Focus meetings	**A.** Curriculum Director, Federal Grants Director, SPED Director, building administration, instructional coach, HQ staff, School Improvement Team **B.**	**A.** Hiring quality substitutes during training. **B.** Student apathy toward work and need for education.	Curriculum Director, Federal Grants Director, SPED Director, building administration, instructional coach, HQ staff, School Improvement team members School improvement team will meet monthly Curriculum teams will meet monthly and share notes with central administrators,

personal needs for PD .					building administrators, bi-monthly FOCUS meeting , new teacher monthly PD.
Step 2: Set calendar for staff development topics and plan for new teacher calendar for Professional Development (PD) begin new teacher PD and offer CEU opportunities for all staff before and after school	Administration, Instructional Coach, building leadership teams: School Improvement, Curriculum, grade level, Focus.	Instructional leaders will meet as directed by Supt. to review and schedule staff development calendar and needs, new teacher PD will begin on October 15, 2015 and continue quarterly through April 15, 2016. NWEA data will be reviewed upon completion of each testing window.	**A.** Curriculum Director, Federal Grants Director, SPED Director, building administration, instructional coach, HQ staff, School Improvement team members.\n\n**B.**	**A.**\n\n**B.**	Curriculum Director, Federal Grants Director, SPED Director, building administration, instructional coach, HQ staff, School Improvement team members\n\nSchool Improvement team will meet monthly Curriculum teams will meet monthly and share notes with central administrators, building administrators, bi-monthly FOCUS meeting , new teacher monthly PD.
Step 3: Evaluate effectiveness of PD after reviewing NWEA data, final professional portfolio submission by certified staff to administration, review of FfT evaluation process and SLO completion.	Administration, Instructional Coach, building leadership teams (LEAP. Faculty Advisory), all HMS HQ certified staff	All evaluations and portfolios should be completed and submitted with SLO reflection to administration by May 20, 2016.\n\nNWEA spring data will be reviewed upon completion.	**A.** Curriculum Director, Federal Grants Director, SPED Director, building administration, instructional coach, HQ staff, School Improvement team members, new teachers to HMS.\n\n**B.**	**A.**\n\n**B.**	NWEA spring data will be reviewed upon completion and shared with students and parents.\n\nSuperintendent will receive copies of all evaluations and SLO reports by the deadline as determined by that office.\n\nEnd of the year meetings will be held with all teachers at checkout to review and discuss PD for 2015-16 chool year.

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)* NWEA data will show growth in the areas of reading, language usage, and mathematics at winter and spring testings. New teachers will show competencies in the targeted areas.

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)* New teachers will show competencies in the targeted areas. Student Learning Objectives(SLOs) will be met. Portfolios will demonstrate understanding through documentation of the four Domains of Charlotte Danielson. Exit interviews with all certified staff will indicate PD were met.

Administrator Goal Setting Form
Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area: Michael Taplett and Laura Willemssen/Huron Middle School

Statement of the Goal: 100% of students in grades 6-8 will show growth in achievement in reading and language usage as measured by NWEA.

State the district goal to which this goal applies:
All students will read at grade level.

Reasons for the Goal:
In the spring of 2015 students in grade 5-7 completed their NWEA testing.

Scores at the 5th grade level (this year's 6th grade) indicate that of the 147 students tested 66 are performing at or above norm grade level in overall performance (45%).
Scores indicate that 40% of 5th graders were reading at a low or low average level and 41% of 5th graders were demonstrating language usage skills at a low or low average level.

Scores at the 6th grade level (this year's 7th grade) indicate that of the 182 students tested 93 are performing at or above norm grade level in overall performance (51%).
41% of 6th graders were reading at a low or low average level and 50% of 6th graders were demonstrating language usage skills at a low or low average level.

Scores at the 7th grade level (this year's 8th grade) indicate that of the 198 students tested 93 are performing at or above norm grade level in overall performance (47%).
43% of 7th graders were reading at a low or low average level and 44% of 7th graders were demonstrating language usage skills at a low or low average level.

In grades 5-7, students showed the highest performance in Reading Comprehension of Informational Texts and Literature and the lowest performance in Vocabulary Acquisition and Use.

In the area of language usage Understand and Edit for Mechanics and Understand and Edit for Grammar were the greatest weakness overall in grades 5-7. With scores all near or above 50% of students below grade level average.

Strategies and timelines to achieve the goal:
School year of 2015 and 2016

How will you know the goal was successfully accomplished?
Spring NWEA scores will be compared to fall NWEA data to determine growth

Building Goal Form

Building: Huron Middle School

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: 100% of students in grades 6-8 will show growth in achievement in reading and language usage as measured by NWEA

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. *Resources Available* B. *Resources Needed (financial, human, political & other)*	Potential Barriers A. *What individuals or organizations might resist?* B. *How?*	Communications Plan *Who is involved? What methods? How often?*
Step 1: Huron Middle School's School Improvement Team will meet to review data and determine areas for building wide focus and areas of concern.	Administration, Instructional Coach, building leadership teams	District Data Retreat in August 2015. Monthly School Improvement meetings, bi-monthly Focus meetings, curriculum meetings, grade level collaboration	**A.** HQ teachers funded by general funds, NWEA testing dates and scores, SD DOE and, School Improvement funds and federal grants, Title 1-A, Title 1-C, and Title 111, 1003 G, para educator support **B.** Substitute teachers for staff when at required meetings,	**A.** Last year was the third year of the LEAP program and improvement plan writing with *Indistar,* no resistance has occurred although the program is not user friendly. We are currently off Focus status and have met the requirements of SD DOE regarding Focus status. We are waiting to see whether we fall into Focus status again this year. **B.**	Staff communicates to teams weekly, to community as required by BOE and federal programming director, Parent compacts and Title service information is shared and school report card is posted.
Step 2: Schedule meeting dates and staff development schedule for determined	Building administration, central office administrators, , SD DOE, Instructional	School improvement meetings with, bi-monthly Focus meetings,	**A.** HQ teachers funded by general funds, NWEA testing dates and scores, SD DOE and School Improvement funds	**A.** Scheduling staff development and securing teacher leaders **B.**	Team notes, , Focus meeting notes, documentation as required by portfolio checklists, teacher newsletters,

needs: reading strategies, improving parent communication, SIOP, language and content objectives, DEAR, STRIPES curriculum, ACCESS test scores, building a professional portfolio, determining priority standards, implement DEAR in all classes at all grade levels	Coach, leadership teams, teacher leaders, all HMS certified staff	monthly new teacher staff development, all teachers will be required to incorporate reading/writing strategies in their classes and save artifacts in professional portfolio, continue working with all staff on effective writing in the content areas, new teachers will meet quarterly with buildingteacher leaders to develop capacities in the defined areas	and federal grants, Title I-A, Title I-C, and Title III, 1003 G, para educator support Funding is secured with general funds and federal grants.		NWEA scores will be shared with parents at PTC, ICU database
Step 3: Evaluate programming at the end of the year and review testing data	All HMS certified staff	Spring of 2016: Evidence submitted with professional portfolio	**A.** HQ teachers funded by general funds, NWEA testing dates and scores, , School Improvement funds and federal grants, Title 1-A, Title 1-C, and Title 111, 1003 G, para educator support **B.**	**A.** **B.**	Team notes, , Focus meeting notes, documentation as required by portfolio checklists, teacher newsletters, NWEA scores will be shared with parents at PTC, ICU database

Evidence Of Success (*How will you know that you are making progress? What are your benchmarks?*) Winter NWEA testing, documentation of implementation, staff input, administrative walk throughs, SIOP observations, SLO review

Evaluation Process (*How will you determine that your goal has been reached? What are your measures?*) Spring NWEA scores

{Blank} School District

Goal Reports

2015-2016 School Year

Name of Administrator/Building(s): Mike Taplett and Laura Willemssen
Goal: 100% of students in grades 6-8 will show growth in achievement in reading and language usage as measured by NWEA
Action Steps Report:

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

> **Status Key:** <mark style="background-color:red">RED</mark> (not effective-discontinue)
> <mark style="background-color:yellow">YELLOW</mark> (partially implemented-shows progress-continue to implement)
> <mark style="background-color:green">GREEN</mark> (fully implemented-continue)
> **No Color** (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1.Data Retreats		
2.Seasonal testing/ NWEA		
3.Writing in the content area in-services		
4. Instructional Coach		
5.Focus Meetings		
6.		

Comments/Recommendations:

Administrator Goal Setting Form

Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area:
Demi Moon
Huron High School

Statement of the Goal:
(S. Specific)
Mrs. Moon will report student achievement data and/or updated progress on the iPad initiative on a quarterly basis.

State the district goal to which this goal applies:
(A. Attainable)
Community Relations: community understanding their vital role in district

Reasons for the Goal:
Huron High School building goals will align with school board goals. Huron School Board developed their goals in the summer of 2015 as the result of a goal-setting session where they analyzed the reports from the prior year and determined the focus for 2105-16.

Strategies and timelines to achieve the goal:
(T. Timeline)
Four times between August 2015-June 2016

How will you know the goal was successfully accomplished?
(M. Measurable) (R. Result Based)

This goal will be successful if four reports on students achievement and four reports on iPad progress are given at Huron School Board meetings.

Building Goal Form

Building: Huron High School

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: _____

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. *Resources Available* B. *Resources Needed (financial, human, political & other)*	Potential Barriers A. *What individuals or organizations might resist?* B. *How?*	Communications Plan *Who is involved? What methods? How often?*
Step 1: **Report to the Huron School Board each quarter on HS student achievement data (ACT, NWEA, etc.).** **Report to the Huron School Board each quarter on the progress of the iPad initiative.**	**Demi Moon**	**Each Quarter – 1 report on each topic**	A. **Technology** B. **Nothing additional needed**	A. **No resistance anticipated.**	**Demi Moon or another HS representative will presents to the Huron School Board 2 times per quarter via the "reports" section of the agenda.**

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*
Evidence will be a video archive and board minutes.

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)*
Huron School board minutes.

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:
Demi Moon
Huron High School

Statement of the Goal:
(S. Specific)
Huron High School will utilize the 1:1 iPad initiative to increase student-student, teacher-student and teacher-teacher, staff-parent communication.

State the district goal to which this goal applies:
(A. Attainable)
Student Achievement: Empowering students

Reasons for the Goal:
Huron High School building goals will align with school board goals. Huron School Board developed their goals in the summer of 2015 as the result of a goal-setting session where they analyzed the reports from the prior year and determined the focus for 2105-16.

Strategies and timelines to achieve the goal:
(T. Timeline)
August 2015-June 2016

How will you know the goal was successfully accomplished?
(M. Measurable) (R. Result Based)

Mrs. Moon will survey students and staff on their frequency of use and satisfaction with the new forms of communication.

Building Goal Form

Building: Huron High School

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: _____

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Mr. Radke has set up an HHS Information iTunes U course for all students, parents and teachers to join. Mr. Radke, Mrs. Moon and Mrs. Olivo are all contributors on the course. This course lists all daily announcements, schedules, important apps and links to important websites.	**Demi Moon, Mike Radke, Romana Olivo and Barb Hoff**	**Daily all school year 2015-16.**	A. **iTunes U app & iPads.** B. **none**	A. None are anticipated unless something were to get posted that would offend someone.	**Romana Oliveoposts announcements daily and lunch memos . Mike Radke posts schedules as they are created. All schedules currently created were posted prior to the first day of school. Demi Moon posts links, apps and other pertinent information for students as it arises.**
Step 2: All teachers are mandated by building admin to post all assignments in the MyHomework	**ALL HS teachers**	**Daily for the school year 2015-16**	A. teachers.io and Myhomework apps on the iPad. B. none	A. Teachers that post their assignments in other locations (Quia, whiteboard, etc) were not happy	**All HS teachers must post assignments. All HS students must download the FREE app and join the classes**

app. Students have all downloaded this app (from iTunes U) and joined all of the classes that they attend. Students can manage the completion of assignments from the user end. Parents can also join their child(ren)'s classes so they can monitor what assignments are being given in class. This app is iOS, droid and web-based which increases the ability to use the app.				about being required to post the assignment one more place but do undertand that it streamlines the process for our students.	on their schedule. Admin must spot check the fulfillment of the requirement to post assignments. Parents may choose to join their child(ren)'s classes.
Step 3: All students will download the app for Infinite Campus and sign into the app using their student-portal log in information. Students will use this app during homeroom to check attendance and grades and will have instant and up-to-date access to their schedule at any time.	All HS students will download and log-in to the app. Parents may also use the app for parent-portal access.	Daily for the school year 2015-16	A. Infinite Campus app and the iPad. Student portal account information. B. none	A. Students who need their password reset will need to get that done at the Help Desk or with a building principal and they may resist making the effort to get this done.	All HS students from a user end. All HS teachers as they are the ones who put information into Infinite Campus that is seen by the user. Parents may choose to use the app instead of the website. Admin and office assistants will continue to input information and activate/reset accounts for students and parents.

Separate groups will be created in the REMIND program to send grade-appropriate communication via text message to any parent and/or student that subscribes to the service.	Mrs. Moon	Periodically through the 2015-16 school year.	A. This is a free service to all schools.	This is a voluntary service that parents and students can exit at anytime they no longer wish to participate.	Ex: Thursday evening at 9pm, Mrs. Moon sent a text to all teachers and all students to remind them about Back-to-Football Friday
Separate listserv groups will be created in the the K12 email program to send grade-appropriate communication via email to any parent that subscribes to the service.	Mrs. Moon	Periodically through the 2015-16 school year.	This listserv comes free of charge through K12	This is a voluntary service that parents can exit at anytime they no longer wish to participate.	Mrs. Moon can send an email that is regarding senior-only information to senior parents instead of the entire listserv through this new organization.

Evidence Of Success (*How will you know that you are making progress? What are your benchmarks?*)
Mrs. Moon will survey students and staff on their frequency of use and satisfaction with the new forms of communication.

Evaluation Process (*How will you determine that your goal has been reached? What are your measures?*)
Mrs. Moon will survey students and staff on their frequency of use and satisfaction with the new forms of communication.

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:
Demi Moon
Huron High School

Statement of the Goal:
(S. Specific)
Mrs. Moon will increase the efforts at Huron High School to better prepare our students to be more successful on the ACT exam.

State the district goal to which this goal applies:
(A. Attainable)
Student Achievement: emphasize preparation, process and priority of ACT testing.

Reasons for the Goal:
Huron High School building goals will align with school board goals. Huron School Board developed their goals in the summer of 2015 as the result of a goal-setting session where they analyzed the reports from the prior year and determined the focus for 2105-16.

Strategies and timelines to achieve the goal:
(T. Timeline)
Continuously August 2015-June 2016

How will you know the goal was successfully accomplished?
(M. Measurable) (R. Result Based)

This goal will be successful if ACT scores for our graduating seniors rise beyond the state average.

Building Goal Form

Building: Huron High School

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: _____

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: English and math classes for juniors and seniors will incorporate more ACT prep practice opportunities into their curriculum	**ELA and Math teachers**	Routinely throughout the school year.	A. SDMyLife B. Web tools for ACT prep	**A. There will be some resistance from students enrolled in these classes that do not have any intention of taking the ACT or attending post-secondary schooling.**	**Teachers and students in grades 11 and 12.**
Step 2: All Language Arts classes will place a higher emphasis on grammar in grades 9 through 12.	**ELA teachers**	Routinely throughout the school year.	A. Curriculum resources.	**A. In general, our students do not like to study grammar in isolation so there will be some resistance from students.**	**ALL teachers will support this focus as students will be held to a higher grammar standard with all school writing.**

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*
Increased sub-scores in the English subsection of the ACT.

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)*
ACT report

Goal Review Form

Huron School District
Goal Reports
2015-16 School Year

Name of Administrator/Building(s): Demi Moon, HS
Goal:
Action Steps Report:

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: RED (not effective-discontinue)
YELLOW (partially implemented-shows progress-continue to implement)
GREEN (fully implemented-continue)
No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
2.		
3.		
4.		
5.		

Comments/Recommendations:

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:
Mike Radke
Assistant Principal and Director of Alternative Ed.
Huron High School

Statement of the Goal:
We will reduce the number of freshmen who fail a class by modifying our freshman transition program. Special focus will be given to the creation of long and short-term goals and building meaningful relationships.

State the district goal to which this goal applies:
Empower students to visualize graduation from high school.

Reasons for the Goal:
Throughout the AdvancED Team's visit last year they noted a disconnect from the middle school's ICU philosophy to the traditional education model used by the high school.

Strategies and timelines to achieve the goal:
May 2015-June 2016

How will you know the goal was successfully accomplished?
This goal will be successful if there is an increase in the passing rate for freshmen.

Building Goal Form

Building: Huron High School

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: We will reduce the number of freshmen who fail a class by modifying our freshmen transition program.

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When?* *(Day/Month)*	Resources A. *Resources Available* B. *Resources Needed (financial, human, political & other)*	Potential Barriers A. *What individuals or organizations might resist?* B. *How?*	Communications Plan *Who is involved?* *What methods?* *How often?*
Step 1: **Evaluate the current program and research best practices.**	**Mr. Radke**	**October 2014–Present**	**A. Internet** **B. Contact Other Administrators**	A.	**Regular discussions with Mrs. Moon**
Step 2: **Modify the current transition program based on the evidence gathered**	**Mr. Radke** **Mrs. Moon**	**May 2014–Present**	**A. Computer Access**	A. B.	
Step 3: **Implement and Continue to Evaluate**	**Mr. Radke** **Mrs. Moon**	**May 2014–Present**	**A. Meeting Time With Freshmen** **B.**	**A. Poor Attitudes** **B. Poor Habits**	**Instructions Shared During Faculty Meetings**

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*
Mr. Radke will run reports on freshmen grades each midterm and term during the school year.

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)*
The goal will be successful if there is an increase in the passing rate for freshmen.

Goal Review Form

Huron School District

Goal Reports
2014-2015 School Year

Name of Administrator/Building(s): Mike Radke, HS
Goal: We will reduce the number of freshmen who fail a class by modifying our freshmen transition program

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: RED (not effective-discontinue)
   YELLOW (partially implemented-shows progress-continue to implement)
   GREEN (fully implemented-continue)
   No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. Evaluate our current activities for their effectiveness. Research best practices in the area of freshmen transition programs.	Mr. Radke has compiled a file of information over the course of the summer that he used in modifying our current program	(green)
2. Create a series or activities that will promote a successful transition for our students from the middle school to the high school.	Mr. Radke and Mrs. Moon have created the list of activities and started implementing them last May. They include: May-Tours and Transition Meetings August-Freshmen Orientation Throughout the Year- Weekly Class Meetings Homeroom Activities Individual Career Coaching Meetings	(green)
3. Implament the changes to the transition program.	As of September 17th, Mr. Radke and Mrs. Moon have completed the first three events with the freshmen.	(green)
4.		
5.		

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:

Mike Radke
Assistant Principal/Director of CTE and Alternative Education
Huron High School

Statement of the Goal:

We will explore the possibility of offering the second class in the line of biomedical classes offered through Project Lead The Way.

State the district goal to which this goal applies:

Increase educational opportunities for all students.

Reasons for the Goal:

Providing students with a second class that is directly related to medical science will give them hands on training and help them make a more informed decision about their career paths. It is our hope that giving students this opportunity will provide students with confidence to go into a field that is in need. Adding this class also keeps us competitive with the class offerings of the other large South Dakota Schools.

Strategies and timelines to achieve the goal:

2015-2016 School Year

How will you know the goal was successfully accomplished?

We will either have the items necessary to offer the class in place by the end of the year, or we will have a plan to get them in place by the following year.

Building Goal Form

Building: Huron High School

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: We will explore the possibility of offering the second class in the line of biomedical classes offered through Project Lead the Way.

Action Steps _What Will Be Done?_	Responsibilities _Who Will Do It?_	Timeline _By When?_ _(Day/Month)_	Resources A. _Resources Available_ B. _Resources Needed (financial, human, political & other)_	Potential Barriers A. _What individuals or organizations might resist?_ B. _How?_	Communications Plan _Who is involved?_ _What methods?_ _How often?_
Step 1: **Meet with teachers, students and possible funding sources.**	**Mr. Radke**	**October 15th, 2015**	A. B.	A. B.	**Mr. Radke will meet with Mrs. Moon to share his findings.**
Step 2: **If there is interest and funding, we will move forward with adding the class**	**Mr. Radke, Mrs. Moon, Selected teacher**	**August 2016**	**A. Too to list!** B.	**A. If we have a teacher, funding, and students interested in the class, it will happen.**	
Step 3:			A. B.	A. B.	

Evidence Of Success _(How will you know that you are making progress? What are your benchmarks?)_

We will know if we are making progress if we are moving toward adding the class in November.

Evaluation Process _(How will you determine that your goal has been reached? What are your measures?)_

If we add the class, it was a success!

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:
Mike Radke
Assistant Principal/Director of CTE and Alternative Education
Huron High School

Statement of the Goal:
We will modify the current career exploration program to meet the needs of our students and local employers.

State the district goal to which this goal applies:
Empower students to visualize graduation from high school
Focus on interacting with the community to understand their vital role.
Continue to maintain open communication with our financial stakeholders.
Collaborate with workforce development.

Reasons for the Goal:
We hope giving students a clear vision for their life beyond high school will reduce the number of students who do not graduate. Our community employers have expressed concern.

Strategies and timelines to achieve the goal:
2015-2016 School Year

How will you know the goal was successfully accomplished?
We would like all juniors to have a clear idea of what they will pursue after graduation by semester break.

Building Goal Form

Building: Huron High School

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: **We will modify the current career exploration program to meet the needs of our students and local employers.**

Action Steps _What Will Be Done?_	Responsibilities _Who Will Do It?_	Timeline _By When? (Day/Month)_	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan _Who is involved? What methods? How often?_
Step 1: Evaluate the current program and best practices.	**Mr. Radke**	**October 2014- Present**	**A. Internet** **B. Contact Other Administrators**	A. B.	**Regular discussions with Mrs. Moon.**
Step 2: Modify the current career exploration program based on the evidence gathered.	**Mr. Radke, Ms. Vanden Berg**	**Summer 2015**	**A. SD My Life** **B.**	A.	**Regular discussion with Mrs. Moon.**
Step 3: Implement and Continue to Evaluate	**Mr. Radke, Mrs. Moon, all Faculty**	**2015-2016 School Year**	**A. SD My Life** **B.**	A. B.	**Faculty Meetings**

Evidence Of Success _(How will you know that you are making progress? What are your benchmarks?)_
We will know if we are making progress if teachers are satisfied with the activities and students are engaged.

Evaluation Process _(How will you determine that your goal has been reached? What are your measures?)_
We will survey the students in February to measure the effectiveness of the changes.

Goal Review Form

Huron School District
Goal Reports
2015-2016 School Year

Name of Administrator/Building(s): Mike Radke
Goal: We will explore the possibility of offering the second class in the line of biomedical classes offered through Project Lead The Way.
Action Steps Report:

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: RED (not effective-discontinue)
YELLOW (partially implemented-shows progress-continue to implement)
GREEN (fully implemented-continue)
No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. Evaluate our current activities for their effectiveness. Research best practices in the area of career exploration.	Mr. Radke has compiled a file of information over the course of the summer that he used in modifying our current program	
2. Create a series or activities that will allow our students to explore post high options.	Mr. Radke and Mrs. Moon have created the list of activities. The teachers will begin using them with their homeroom curriculum.	
3. Implament the changes to the transition program.		
4.		
5.		

Comments/Recommendations:

Form adapted from Huron Public School District

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:

Gay Pickner-Director of Curriculum, Instruction, Assessment and Accreditation

Statement of the Goal:

(S. Specific)

- Assist staff to ensure all students will read at grade level.
- Assist staff to ensure all students have mathematical proficiencies / problem solving skills to allow them to be successful in college, career and/or life.
- Present to BOE data from NWEA assessments after each testing window.

State the district goal to which this goal applies:

(A. Attainable)

- All students will read at grade level.
    - ○ (BOE will receive a NWEA report on demographic /grade level subgroups –**pre, interim, post data**)
- All students will have mathematical proficiencies / problem solving skills to allow them to be successful in college or career.
    - ○ (BOE will receive a NWEA report on demographic /grade level subgroups –**pre, interim, post data**)

Reasons for the Goal:

All students in grades K-10 are assessed using the NWEA in the fall, winter and spring.

Strategies and timelines to achieve the goal:

(T. Timeline)

- Assists administrators with planning and implementation of NWEA and various assessments created by teachers.
- Assists in analyzing formal and informal data on student achievement in order to inform instructional planning.

How will you know the goal was successfully accomplished?

(M. Measurable) (R. Result Based)

Spring NWEA scores will be compared to fall NWEA data to determine growth of students. Will report these results to each building principals, superintendent and BOE.

Building Goal Form

Building: Office of Curriculum

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: **Student Achievement**

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. *Resources Available* B. *Resources Needed (financial, human, political & other)*	Potential Barriers A. *What individuals or organizations might resist?* B. *How?*	Communications Plan *Who is involved? What methods? How often?*
Step 1: Assist teachers/principals with testing and answer questions	**Gay Pickner and building principals**	**3 times a year (fall/winter/spring)**	A. testing results B. NA	A. NA B. NA	**Gay Pickner and building principals. During testing windows.**
Step 2: Disaggregate test results	**Gay Pickner**	**3 times a year (fall/winter/spring)**	A. testing results B. NA	A. NA B. NA.	**Gay Pickner. After testing windows.**
Step 3: Report results to principals, sup't and BOE	**Gay Pickner**	**3 times a year (fall/winter/spring)**	A. testing results B. NA	A. NA B. NA	**Gay Pickner and building principals. After testing windows.**

Evidence Of Success (*How will you know that you are making progress? What are your benchmarks?*)

Administrator Goal Setting Form
Huron School District
Administrative Goal 14-15

Administrator(s)/Building/Area:
Gay Pickner-Director of Curriculum, Instruction, Assessment and Accreditation

Statement of the Goal:
(S. Specific)

- *The Curriculum Office will assist:*
    - in addressing the needs of the building and/or department as determined through data analysis.
    - in identifying, designing, and delivering individual and building level professional/staff development related to student achievement goals.
    - in supporting implementation of professional learning communities to enhance student achievement;
    - in providing opportunities for collaboration with colleagues with similar interests and needs.

State the district goal to which this goal applies:
(A. Attainable)

Staff Development:
- Collaboration
    - Stay the course while continuing to look for new opportunities to collaborate
- Adequate training
    - Keep BOE informed on all professional development
    - Align professional development to student achievement goals

Reasons for the Goal:
Professional/staff development for the Huron District staff is professional learning that changes educators' knowledge, skills, and beliefs - and in so doing, enables them to work more effectively to improve all students' learning and to close achievement gaps.

Strategies and timelines to achieve the goal:
(T. Timeline)
The strategies and timelines of the Huron School District's Professional/Staff Development Plan is informed by the district-wide goals and strategies that will improve all students' learning and

close the achievement gaps. The Curriculum Office will work directly with the principals and superintendent to achieve these goals.

Present professional development at school board meetings to educate patrons about early releases and to articulate the need and reasons for these days.

How will you know the goal was successfully accomplished?
(M. Measurable) *(R. Result Based)*

Effective professional/staff development will contribute to increases in scores in student achievement in the areas of reading, language usage, and mathematics as measured by NWEA, Smarter Balanced, ACCESS or other assessment created by teachers.

Building Goal Form

Building: Curriculum Office

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: Student Achievement and Professional Development

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. *Resources Available* B. *Resources Needed (financial, human, political & other)*	Potential Barriers A. *What individuals or organizations might resist?* B. *How?*	Communications Plan *Who is involved? What methods? How often?*
Step 1: **Meet with principal and directors on what types of professional/staff development is needed in their buildings/areas**	**Gay Pickner and principals/directors**	**Prior to monthly in-services**	A. Research and contact these people. B. **Curriculum budget**	A. **Not able to provide the individuals/organization requested.** B. **Contact individuals/organizations on dates as to when they can be at our in-services.**	-Gay Pickner and principals/directors; -Calls, emails/face to face meetings; -When needed.
Step 2: Contact desired individuals/ organization to set up dates	**Gay Pickner and principals/directors**	**Prior to monthly in-services**	A. **Research and contact these people.** B. **Staff development budget**	A. **individuals/organization requested not be available** B. **provide a different option**	-Gay Pickner and principals/directors; -Calls, emails/face to face meetings; -When needed.
Step 3: Provide update to	**Gay Pickner**	**2-3 times a year**	A. **NS** B. **NS**	A. **NA** B. **NA**	**Gay Pickner Get on BOE agenda**

BOE			development budget		2-3 times a year

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)*

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Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

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Administrator(s)/Building/Area:

Gay Pickner-Director of Curriculum, Instruction, Assessment and Accreditation

Statement of the Goal:

(S. Specific)

The Tiger After-School Program will provide academic support and enrichment, wellness activities and caring relationships in a safe and secure environment beyond the school day for children in grades K-8.

State the district goal to which this goal applies:

(A. Attainable)

Community Relations-- Focus on interacting with the community to understand their vital role.

Reasons for the Goal:

The Huron District has been given a 5 year 21st Century Community Learning Center Grant which will provide academic support and enrichment, wellness activities, and caring relationships in a safe and secure environment beyond the school day.

Strategies and timelines to achieve the goal:

(T. Timeline)

- Continue with goals and program objectives of our Tiger Afterschool Programs at each buildings;
- Continue to inform the BOE and Mr. Nebelsick on updates from our afterschool programs;

How will you know the goal was successfully accomplished?

(M. Measurable) (R. Result Based)

The Tiger After-School Program will survey parents, students and staffs on their experience with our program. Be as effective as possible with this grant and embrace our program mission statement that will contribute to increase satisfaction of our students, parents and staff. We will report on the outcomes of these surveys to the BOE and the South Dakota Department of Education.

Building Goal Form

Building: Curriculum Office

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: Community Relations

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Have monthly meetings with TAP staff	**Gay Pickner and Marcia Ready**	**Each month (same day as early outs)**	**A. Have various topics for agenda that will benefit our program** **B. NA**	A. NA B. NA	**Gay Pickner/Marcia Ready/Clela Henson; Emails to staff**
Step 2: Communicate with parents via Reminder app, Facebook, and letters sent to parents	**Gay Pickner and Marcia Ready**	**When information needs to be distributed to parents**	**A. Reminder app/ Facebook/paper copies of letter to be sent home.** **B. TAP budget.**	A. NA B. NA (need to ensure parents are receiving this information	**Gay Pickner/Marcia Ready/Clela Henson/staff; As needed**
Step 3: Inform BOE about TAP	**Gay Pickner and Marcia Ready**	**Minimum of twice a year**	A. NA B. NA	A. NA B. NA	**Gay Pickner Marcia Ready**

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:
Kari Hinker, Director of ESL and Federal Programs

Statement of the Goal:
All ESL students will show growth in their reading scores.

State the district goal to which this goal applies:
- Student Achievement: All students will read at grade level.

Reasons for the Goal:
Reading scores for ESL students continue to be an area of concern.

Strategies and timelines to achieve the goal:
The ESL staff will collaborate and support reading in the classrooms with additional resources, strategies, and professional development.

How will you know the goal was successfully accomplished?
Progress will be identified from the data collected on NWEA/MAP and ACCESSS in the area of reading.

Building Goal Form

Building: ESL Department

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: __ALL ESL students will show growth in reading scores.__

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Collaboration of ESL teachers to highlight reading strategies	**Kari Hinker**	**Once a month at ESL department meetings**		**A. Time** **B. Collaboration with core teachers in their buildings**	**Kari Hinker- Once a month at the ESL Staff Meetings**
Step 2: Write SLO, Monitor NWEA reading scores	**Kari Hinker ESL teachers**	**3 times a year**	**A. NWEA scores** **B.**	**A. None** **B.**	**Kari Hinker After testing window, analyze reading scores of ESL students**
Step 3: WIDA training	**Kari Hinker ESL teachers**	**Sept 17-18**	**A. Metritech growth report** **B.ACCESS scores**	**A.** **B.**	**Kari Hinker Training provided by DOE to analyze our data for growth**

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*
NWEA/Map Reading Assessment, ACCESS scores

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)*
Measured by the analysis of the data at the of the year.

Goal Review Form

{Blank} School District
Goal Reports
2015-2016 School Year

Name of Administrator/Building(s): Kari Hinker
Goal: ALL ESL students will show growth in reading scores.
Action Steps Report:

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: RED (not effective-discontinue)
YELLOW (partially implemented-shows progress-continue to implement)
GREEN (fully implemented-continue)
No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. ESL staff meeting included collaboration of teachers and increased professional development in reading with ESL teachers, with a commitment to increased scores		
2. ESL teachers wrote their SLOs for Reading Achievement, and monitored NWEA scores.		
3. Teachers attended out of district training to analyze scores.		
4.		
5.		

Comments/Recommendations:

Form adapted from Huron Public School District

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:
Kari Hinker, Director of ESL and Federal Programs

Statement of the Goal:
To provide more opportunities for ESL professional development to all district staff.

State the district goal to which this goal applies:
- *Staff Development: align professional development to student achievement goals.*

Reasons for the Goal:
The District Professional Development plan calls for topics on ESL and sheltered instruction strategies. When nearly 1:3 students in the district do not speak English as their first language, all staff needs to have the strategies to teach English learners.

Strategies and timelines to achieve the goal:
SIOP coaches will provide monthly trainings to help classroom teachers implement strategies into their lessons. Classroom teachers will attend the Dakota TESL conference.

How will you know the goal was successfully accomplished?
Increased interest and attendance at professional development events. Attendance records from the SIOP make and takes in each building.

Building Goal Form

Building: ESL Department

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: ___*To provide more opportunities for ESL professional development to all district staff.*___

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When?* *(Day/Month)*	Resources C. *Resources Available* D. *Resources Needed (financial, human, political & other)*	Potential Barriers C. *What individuals or organizations might resist?* D. *How?*	Communications Plan *Who is involved?* *What methods?* *How often?*
Step 1: **SIOP Make and Takes**	Kari Hinker SIOP Coaches	Once a month at each building		A. Time B. Collaboration with core teachers in their buildings	SIOP coaches and building administration
Step 2: **Attendance at Dakota TESL conference**	Kari Hinker	November 9-10	A. Title III funding B.	A. Not enough $ B.	Kari Hinker, Dianne Tapken, Administration
Step 3: **Working with LSS to bring in a presenter**	Kari Hinker	November	A. B.	A. Schedule of presenters B.	Kari Hinker

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*
Increased interest and attendance records of teachers at the sessions.

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)*
Measured by an end of the year survey.

Goal Review Form

{Blank} School District
Goal Reports
2015-2016 School Year

Name of Administrator/Building(s): Kari Hinker
Goal: *To provide more opportunities for ESL professional development to all district staff.*
Action Steps Report:

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: RED (not effective-discontinue)
YELLOW (partially implemented-shows progress-continue to implement)
GREEN (fully implemented-continue)
No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. SIOP Make and Take Sessions		
2. Dakota TESL Conference		
3. LSS Presenters		
4.		
5.		

Comments/Recommendations:

Form adapted from Huron Public School District

Administrator Goal Setting Form

Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area:
Kari Hinker, Director of ESL and Federal Programs

Statement of the Goal:
Increase parent engagement in the school district.

State the district goal to which this goal applies:
- *Community Relations: Market our school district and educate the community*

Reasons for the Goal:
A critical and influential component of Title I is parent involvement.

Strategies and timelines to achieve the goal:
Reaching out to parents through twitter and facebook, as well as PTO meetings to increase engagement in the school district.

How will you know the goal was successfully accomplished?
Progress will be identified from the data collected on an end of the year survey.

Building Goal Form

Building: ESL Department

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: *Increase parent engagement in the school district.*

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources E. Resources Available F. Resources Needed (financial, human, political & other)	Potential Barriers E. What individuals or organizations might resist? F. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Create an awareness for parents to become involved in their child's education	Kari Hinker	Powerpoint presentations at open house	A.	A. Not reaching all parents B.	Kari Hinker Building Principals
Step 2: Communicate daily tips on Twitter and Facebook	Kari Hinker	Daily	A. www.parent-institute.com/WC B. ESL facebook page	A. not reaching all parents B.	Kari Hinker, Home Liaisons
Step 3: School to Home Newsletter	Kari Hinker Instructional Coaches	monthly	A. Resources for Educators B.	A. not reaching all parents B.	Kari Hinker, Instructional Coaches

Evidence Of Success (*How will you know that you are making progress? What are your benchmarks?*)
Monitoring of likes on facebook pages.
Evaluation Process (*How will you determine that your goal has been reached? What are your measures?*)
Measured by parent survey at the of the year.

Goal Review Form

{Blank} School District
Goal Reports
2015-2016 School Year

Name of Administrator/Building(s): Kari Hinker
Goal: *Increase parent engagement in the school district.*
Action Steps Report:

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: RED (not effective-discontinue)
YELLOW (partially implemented-shows progress-continue to implement)
GREEN (fully implemented-continue)
No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. Communication with parents		
2.		
3.		
4.		
5.		

Comments/Recommendations:

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:
Kari Hinker, Director of ESL and Federal Programs

Statement of the Goal:

Continued presentations to local and state organizations about the district's diversity.

Which of the school board goal areas does this goal apply to?

- **Community Relations**

Reason for the Goals:

Local presentations are essential to continue to educate, encourage, and communicate with stakeholders about the diversity in our schools. These efforts create cultural awareness and tolerance.

Strategies and timelines to achieve the goal:

Make contacts and schedule dates to present at local and state organizational meetings.

How will you know the goals were successfully accomplished?

Listen for positive feedback from audiences and comments from community members.

Building Goal Form

Building:　ESL Department

Purpose:　To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: _____ Continued presentations to local and state organizations about the district's diversity. _____

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When?* *(Day/Month)*	Resources G. *Resources Available* H. *Resources Needed (financial, human, political & other)*	Potential Barriers G. *What individuals or organizations might resist?* H. *How?*	Communications Plan *Who is involved?* *What methods?* *How often?*
Step 1: **Create an awareness of our school district's diversity within the community**	**Kari Hinker**	**All year**	A.	A. B.	**Kari Hinker, Home Liaisons**
Step 2: **Create an awareness of our school district's diversity within our state**	**Kari Hinker**	**All year**	A	A. B.	**Kari Hinker, Home Liaisons, SIOP coaches**
Step 3:			A. B.	A. B.	

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)*
Success will be measured by the amount of presentations given.

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Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)*
Goal will be reached by ensuring that all groups are given the opportunity/invitation for a presentation to their organization.

{Blank} School District

Goal Reports
2015-2016 School Year

Name of Administrator/Building(s): Kari Hinker
Goal: *Increase parent engagement in the school district.*
Action Steps Report:

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: RED (not effective-discontinue)
YELLOW (partially implemented-shows progress-continue to implement)
GREEN (fully implemented-continue)
No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. Local Presentations		
2. State Presentations		
3.		
4.		
5.		

Comments/Recommendations:

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:

Lori Wehlander/Arena/Office of Special Services

Statement of the Goal:
(S. Specific)

Office of Special Services will promote professional development for all staff that will enhance their ability to organize and manage records.

State the district goal to which this goal applies:
(A. Attainable)

Staff Development: Collaboration and Adequate Training

Reasons for the Goal:

Professional Development will increase staffs knowledge of management of records and correct documentation of student progress.

Strategies and timelines to achieve the goal:
(T. Timeline)

Trainings starting in August and will continue throughout the 15-16 school year.

How will you know the goal was successfully accomplished?
(M. Measurable) (R. Result Based)

Staff showing increased knowledge and use of online management tool to create a more organized system of record keeping.

Building Goal Form

Building: Special Services

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: Professional Development

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Monthly Trainings	Lori Wehlander with staff leadership	Monthly meeting to go over Tech Tips	A. SPED Advantage B. Financial & Human	A. Staff with technology needs B. Resistance to learning new system	Lori Wehlander and other staff leadership Monthly
Step 2: Initial Training	Lori Wehlander, SPED Advantage Trainers	August Trainings on basics of SPED Advantage	A. SPED Advantage B. Financial & Human	A. None B. None	Lori Wehlander and outside trainers. Beginning of year and ongoing as needed.
Step 3: Individual training	Lori Wehlander	Ongoing	A. SPED Advantage B. Human	A. None B. None	Lori Wehlander and peer mentors. As needed.

Evidence Of Success *(How will you know that you are making progress? What are your benchmarks?)* Benchmarks will monthly feedback from staff on trainings and end of year needs assessment.

Evaluation Process *(How will you determine that your goal has been reached? What are your measures?)* Measured by an end of year Needs Assessment and survey on professional development offered and future opportunities.

Goal Review Form

Huron School District

Goal Reports

2015-2016 School Year

Name of Administrator/Building(s): Lori Wehlander/ SPED

Goal: Office of Special Services will promote professional development for all staff that will enhance their ability to provide services that will develop individual student growth.

Action Steps Report: Year End

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: RED (not effective-discontinue)
YELLOW (partially implemented-shows progress-continue to implement)
GREEN (fully implemented-continue)
No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. Monthly Trainings		
2. Initial Training		
3. Individual Trainings		
4.		
5.		

Comments/Recommendations:

Form adapted from Huron Public School District

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:

Lori Wehlander/Arena/Office of Special Services

Statement of the Goal:
(S. Specific)

Office of Special Services will seek out possible alternative education opportunities for students that cannot find success in the regular school setting.

State the district goal to which this goal applies:
(A. Attainable)

Student Achievement: Empower Students to visualize graduation.

Reasons for the Goal:

Increase student achievement to help students reach graduation goals.

Strategies and timelines to achieve the goal:
(T. Timeline)

Research alternative education programs and location for services to be offered.

How will you know the goal was successfully accomplished?
(M. Measurable) (R. Result Based)

Action plan to help develop alternative education program. Program visualized and created.

Building Goal Form

Building: Special Services

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: Student Achievement

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. *Resources Available* B. *Resources Needed (financial, human, political & other)*	Potential Barriers A. *What individuals or organizations might resist?* B. *How?*	Communications Plan *Who is involved? What methods? How often?*
Step 1: Research alternative education programs	Lori Wehlander	Fall 2015	**A.** Research and Travel to look at possible options **B.** Human	**A.** Administration **B.** Resistance to change	Lori Wehlander, research programs, monthly
Step 2: Develop Possible Program	Lori Wehlander and administration	April 2016	**A.** Other programs **B.** Human & Financial	**A.** None **B.** None	Lori Wehlander and admin as needed. Ongoing as needed.
Step 3: Look into possible location ideas.	Lori Wehlander and other administration	May 2016	**A. Possible building locations. B.** Human	**A.** None **B.** None	Lori Wehlander .

Evidence Of Success (*How will you know that you are making progress? What are your benchmarks?* Documentation of research.

Evaluation Process (*How will you determine that your goal has been reached? What are your measures?*) Measured by an end of year by progress of developing program.

Huron School District

Goal Reports
2015-2016 School Year

Name of Administrator/Building(s): Lori Wehlander/ SPED
Goal: Office of Special Services will seek out possible alternative education opportunities for students that cannot find success in the regular school setting.
Action Steps Report: Year End

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: RED (not effective-discontinue)
YELLOW (partially implemented-shows progress-continue to implement)
GREEN (fully implemented-continue)
No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. Research alternative school programs		
2. Develop possible program		
3. Locations		
4.		
5.		

Comments/Recommendations:

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:

Roger Ahlers-Technology

Statement of the Goal:
(S. Specific)

1. *Develop multiple opportunities for technology staff development throughout the district, particularly as it relates to iPads and iPad-related technology. (Apps, Apple TV, etc.)*

2. *Partner with Middle School administrators and staff as they learn to incorporate the iPad as a primary learning tool throughout the building.*

3. *Work with elementary principals and staff to determine needs and future plans for technology now that their building construction is complete.*

State the district goal to which this goal applies:
(A. Attainable)

1. **Staff Development**- *Continuous training of staff in the use of technology in order to ensure that all feel comfortable in using it to engage our students.*

2. **Fiscal Responsibility and Management**-*Continued work on technology planning and needs assessment helps ensure that we are spending the district's funds in an way that is appropriate and meeting an agreed-upon standard of technology tools for all students.*

Reasons for the Goals:

Every year, we spend a sizable amount of money on technology for our teachers and students. However, we need to remember that the technology is only effective when teachers and staff are comfortable using it and feel supported in their efforts. Staff development is a critical piece to our success in integrating technology through our classrooms.

At the elementary and middle schools, we continue to expand the number of iPads as a cost-effective way of getting technology into as many students' hands as possible. We continue to support this with both staff development and studying the needs of teachers and students to make sure we are utilizing our investment in the best way possible.

Strategies and timelines to achieve the goal:
(T. Timeline)

Staff Development

Monthly-work with administrators to schedule staff development meetings with their prospective groups. This may be in small, grade-level groups, or at larger district-level early release sessions.

K-8 Technology

October 2015- Begin meetings with building administration/staff to determine needs for technology in their respective areas.

Nov.Dec. 2015- Work with the Superintendent and Business Manager to ensure that planned technology purchases fit within the technology budget that has been allotted.

January-June 2016- Plan the actual implementation of new technology that will be installed in time for the next school year.

How will you know the goal was successfully accomplished?
(M. Measurable) (R. Result Based)

1. *Staff Development- We will have documentation of numerous staff development opportunities at all levels.*
2. *K-8 technology- after months of studying our existing initiatives, we will have a plan for how to proceed into the future that will be shared with administrators and staff.*

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:

Carol Tompkins/Nutrition

Statement of the Goal:

Implement nutrition staff training per USDA regulation on Professional Standards. Current plan laid out for each nutrition staff members training hours, goals, and personal timeline. Monitor the nutrition staff training, hours, and timelines keeping them accountable and on track. Hold classes for any staff members unable to train online.

State the district goal to which this goal applies:

Staff Development- adequate training

Reasons for the Goal:

USDA regulation plus allows each nutrition staff member to train in relevant areas for their position.

Strategies and timelines to achieve the goal:

July 1, 2015 - Individual training begins for all nutrition staff members to meet their goals.

March 1, 2016 – Individual training goals should be met and completed by all nutrition staff.

March 2, 2016 - May 27, 2016 Assist any nutrition staff members who have not completed goals.

How will you know the goal was successfully accomplished?

Once the training begins completion of training is required and will be fully measurable and documented. This will be an ongoing goal as a requirement for all school nutrition staff members from USDA.

Building Goal Form

Building: School Nutrition

Purpose: To create a "script" for your school improvement plan that supports implementation of the school's goal(s).

S.M.A.R.T. Goal: Implementation of nutrition staff professional development

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communication Plan *Who is involved? What methods? How often?*
Step 1: Give each nutrition staff member their individual training plan	Carol Tompkins	August 2015	A. None B. Financial	A. Staff may be hesitant B. Unfamiliar with technology/ some will need assistance	Nutrition Director, all staff members Online, local training, webinars
Step 2: Implement training plans with nutrition staff members	Carol Tompkins and Team Leaders	Current to March 1, 2016	A. Online classes and trainings B. None	A. None B. None	Nutrition Director, Team Leaders with all nutrition staff
Step 3: Assist any nutrition staff members who have not completed trainings during their timeline	Carol Tompkins and Individual nutrition staff members	March 2, 2016 to Complete prior to May 27, 2016	A. Computers, training logs of all staff, meetings B. Time and financial	A. Staff B. More time to commit to follow each nutrition staff members goals	Nutrition Director, Team Leaders, and all nutrition staff members

Evidence of Success *How will you know you are making progress? What are your benchmarks?*
After nutrition staff member trainings begin, each completion will be recorded with earned CEU's/training hours. Benchmarks will be individual.

Evaluation Process *How will you determine your goal has been reached? What are your measures?*
My goal will be realized when the plan is completed and all nutrition staff members have met their completion dates and their individualized training goals for the 2015-2016 school year.

Administrator Goal Setting Form

Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area:
Terry Rotert – Activities Director/Arena Manager

Statement of the Goal:
Continue to update the Fine Arts and Athletics portion of the district website.

State the district goal to which this goal applies:
Community Relations

Reasons for the Goal:
This will be a vehicle that we use to better communicate with parents and Tiger fans.

Strategies and timelines to achieve the goal:
This will be an ongoing task. I have sent a lot of materials already and will need to add and update throughout the school year. I have also emailed the coaches regarding the promotion of their sport/activity.

How will you know the goal was successfully accomplished?
Because this will be an ongoing task, it will never be completely finished.

Building Goal Form

Building: Activities Director/Arena Manager

Purpose: To improve communication with patrons and to promote our Fine Arts and Athletic offerings in the Huron School District.

S.M.A.R.T. Goal: Update the Fine Arts and Athletics portion of the district website.

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Meet with Creative Printing	Darla, coaches, and myself.	Ongoing	Utilize materials already in place.	Just having the time to spend on this project is challenging enough for my office and the coaches.	Head Coaches have been emailed about the website and some have done a great job adding to their activity page.
Step 2:			A. B.	A. B.	
Step 3:			A. B.	A. B.	

Evidence Of Success
After receiving comments from parents and fans as to the readiness of the information that they are seeking and seeing pictures of our student-athletes, we will have a better understanding of what we need to add/update to the website. Also, website "hits" will be monitored.

Evaluation Process
I will continue to communicate to the coaches the importance of promoting their sport/activity on the website.

Huron School District
Goal Reports
2015-2016 School Year

Name of Administrator/Building(s): Terry Rotert – Activities Director/Arena Manager
Goal: Update the Fine Arts and Athletics portion on the district website
Action Steps Report:

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: RED (not effective-discontinue)
YELLOW (partially implemented-shows progress-continue to implement)
GREEN (fully implemented-continue)
No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. Darla and I met with Brad McGirr and one of his staff workers.	We both learned about their ideas and will have another meeting to show us how to update material that we send them.	
2. I have emailed the head coaches about the importance of promoting their programs on the website. I will continue to communicate the importance of promoting their activity.	Some coaches have material already on the website.	
3.I will continue to update my materials and ways to better communicate with parents and athletes.	I have sent numerous documents that we already had in place and updated other documents to be placed on the website.	
4.		
5.		

Comments/Recommendations:

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:
Terry Rotert – Activities Director/Arena Manager

Statement of the Goal:
Replace the annual athletic banquet with an annual Huron High School Athletic Awards Program. This program will now take place in the high school auditorium and will no longer have a buffet meal.

State the district goal to which this goal applies:
Fiscal Responsibility/Management

Reasons for the Goal:
The annual athletic banquet was funded by H-Club. H-Club's primary source of revenue is state tournament t-shirt sales. Under the current leadership of the SDHSAA, Huron is losing state events, thus H-Club is losing revenue to fund the annual athletic banquet.

Strategies and timelines to achieve the goal:
The first Huron High School Athletic Awards Program will be Tuesday, May 24 in the high school auditorium. I will be planning this event throughout the school year.

How will you know the goal was successfully accomplished?
I will be seeking opinions from coaches, athletes, and parents after the first Athletic Awards Program is complete. I have a model from Brookings High School that I will use as a guide for the first year.

Building Goal Form

Building: Activities Director/Arena Manager

Purpose: H-Club is losing funding due to the fact that Huron is losing state events. H-Club does not have the $3000-$4000 to fund the meals, scholarships, and awards on an annual basis without t-shirt sales from state events.

S.M.A.R.T. Goal: Replace Athletic Banquet with HHS Athletic Awards Program.

Action Steps *What Will Be Done?*	Responsibilities *Who Will Do It?*	Timeline *By When? (Day/Month)*	Resources A. Resources Available B. Resources Needed (financial, human, political & other)	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan *Who is involved? What methods? How often?*
Step 1: Create a new program for the awards program.	**This will be my responsibility**	**May 24, 2016**	**H-Club will continue to fund the special awards and scholarships.**	**Starting something new is always a challenge for some.**	**Head Coaches have had input and will continue to be updated on this new event.**
Step 2:			A. B.	A. B.	
Step 3:			A. B.	A. B.	

Evidence Of Success

I won't know until after the first program is completed. I plan to seek comments from parents, athletes, and coaches who are in attendance and make necessary changes for the following year.

Evaluation Process

Comments from attendees and make necessary changes.

Goal Review Form

Huron School District

Goal Reports

2015-2016 School Year

Name of Administrator/Building(s): Terry Rotert – Activities Director/Arena Manager
Goal: Implementation of the HHS Athletic Awards Program
Action Steps Report:

Summary of strategies/activities used to achieve goal: (Summarize the strategies/activities and involvment of staff and others. What evidence or data –qualitative or quantitative- do you have that indicates the stategy/activity was effective?)

Status Key: RED (not effective-discontinue)
YELLOW (partially implemented-shows progress-continue to implement)
GREEN (fully implemented-continue)
No Color (not enough evidence at this time)

Strategy or Activity	Evidence/Data	Status
1. Gathering information for the program will be critical so no athletets name gets omitted from recognition.	Darla and I will gather information throughout the school year and put together a program that will be handed out to all those who attend.	
2. Jeff Duffy will assist as the Master of Ceremonies	Jeff will assist in announcing the award winners.	
3. Head coaches role will be to hand out the special awards during the program.	Two head coaches will be on stage at one time to hand out the awards.	
4.		
5.		

Comments/Recommendations:

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:

Rex Sawvell/Building and Grounds

Statement of the Goal:

Determine best possible location to replant several trees at Washington Elementary School with the advice and assistance from those living in the neighborhood and the school children and their parents.

State the district goal to which this goal applies:

Facilities: non-academic facility needs.

Reasons for the Goal:

- Improve relations with neighbors that have been strained due to removal of many older mature trees on the north side of the building.
- Improve the appearance of the school.
- Protect our building from errant baseballs coming from the Little League facility next door.
- Provide shade for students to enjoy when out for recess time.

Strategies and timelines to achieve the goal:

- Work with local neighbors, student/parent organizations and the Parks and Recreation Department.
- Determine the best possibly tree that best fits in the space available and enhances the appearance of the school facility.
- Determine how best to get water to the trees to ensure their survival.

How will you know the goal was successfully accomplished?

The trees have been planted and are growing.

Administrator Goal Setting Form

Huron School District
Administrative Goal 15-16

Administrator(s)/Building/Area:

Rex Sawvell/Transportation

Statement of the Goal:

Provide reading books to Elementary and Middle School students while riding on a school bus.

State the district goal to which this goal applies:

Student achievement. Students reading at grade level.

Reasons for the Goal:
- Improve reading skills of students.
- Lessen the distraction caused by students making noise on the bus.
- Improve relations between driver and students.

Strategies and timelines to achieve the goal:

- Work with the Huron Public Library to obtain any used age appropriate books they may be discarding or selling at a much reduced rate.
- Contact the Huron United Way and work with them on obtaining books through the Dolly Parton library.
- Post request on social media letting patrons know we will accept donations of any unused or unwanted books they may want to get rid of.

How will you know the goal was successfully accomplished?

- A milk crate or similar type box full of reading books on each school bus that goes to the bus transfer area.
- Observe student(s) reading books and driver feedback.

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:

Kelly Christopherson/District-wide
Rex Sawvell/District-wide

Statement of the Goal:

Implement long-range plans to address the non-academic facility needs.

State the district goal to which this goal applies:

Facilities.

Reasons for the Goal:

A report of non-academic facility needs was developed during 2013-2014. (See attached)

Planning, prioritization and implementation of the various projects needs to continue.

Strategies and timelines to achieve the goal:

Continue discussions about priorities of the various projects.

Use the facility report and cost estimates prepared by Koch Hazard to guide our decision making process.

Begin to plan and budget for the projects in the 5-year Capital Outlay Plan.

Explore the possibility of issuing Capital Outlay Certificates to finance projects.

How will you know the goal was successfully accomplished?

When the attached list is completed.

Non-Academic Facility Needs Report
Business Manager 2013-2014 Goal

Objective: Produce a report of non-academic facility needs in the district and develop a plan for funding the projects without additional school district debt.

Items to Include in the Plan

	Project	Location	Description	Estimated Budget	Current Status
1	Parking Lot Repair	Middle School	Repair and overlay the Nordby parking lot, road to MS north side, and parking behind MS.	$160,000	In the 2016-2017 Capital Outlay Budget.
2	Tennis Complex	High School	Twelve new tennis courts.	$1,000,000	Currently being studied by Koch Hazard, waiting for recommendations.
3	Transportation Facility	To Be Determined	Obtain a facility that can be utilized year-round.	up to $3,000,000	Completed.
4	Artificial Turf	Stadium	Artificial turf inside the track.	$800,000	Currently being studied by Koch Hazard, waiting for recommendations.
5	Bleachers	Arena	Replace the arena bleachers.	$400,000	No plan yet.
6	Lighting	Stadium	Update the existing stadium lights.	$225,000	Being Completed in 2015.
7	Parking/Irrigation	High School	Refurbish the parking in front of the HS and add irrigation.	$500,000	No plan yet.
8	Parking Lot Pavement	Stadium	Pave the gravel lots north and south of the entrance.	$200,000	Currently being studied by Koch Hazard, waiting for recommendations.

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:

Terry D. Nebelsick/District-Wide/Superintendent of Schools
Kelly Christopherson/District-Wide/Business Manager

Statement of the Goal:

Solidify funding for the school district.

State the district goal to which this goal applies:

Community Relations, Fiscal Responsibility/Management, and Retention/Recruitment.

Reasons for the Goal:

Volatile and unpredictable enrollment numbers, the past use of opt-out funds of up to $750,000 per year, none to very few applicants for open positions, and South Dakota's rank of a distant 51st in teacher salaries.

Strategies and timelines to achieve the goal:

1. Present financial reports at school board meetings to educate patrons about school funding and to articulate the need for funding growth.
2. Continue meetings with the Finance Advisory Committee comprised of community stakeholders, as needed.
3. Advocate for additional funding to be included in the State's budget, as needed until successful.
4. Continue to gain support for a General Fund opt-out, as needed, if other efforts to increase funding are unsuccessful.

How will you know the goal was successfully accomplished?

The district's General Fund budget projection will be the primary indicator of the financial viability of the General Fund. A secondary indicator will be the size of salary increases for the teachers.

Administrator Goal Setting Form

Huron School District

Administrative Goal 15-16

Administrator(s)/Building/Area:

Terry D. Nebelsick/District-Wide/Superintendent of Schools
Kelly Christopherson/District-Wide/Business Manager

Statement of the Goal:

Recruit and Retain Staff.

State the district goal to which this goal applies:

Student Achievement, Staff Development, Community Relations, and Fiscal Responsibility/Management.

Reasons for the Goal:

We are experiencing high employee turnover in all areas of the District, none to very few applicants for some open positions, and South Dakota's rank of a distant 51st in teacher salaries.

Strategies and timelines to achieve the goal:

1. Study our benefits and determine if any changes can be made to enhance recruitment and retention.
2. Look for ways to entice employees to continue their employment with our District.
3. Review our longevity stipends and look for ways to make them more effective tools for retention.
4. If possible, budget in the General Fund for 2016-2017 an additional $250,000 (2%) to fund wages and benefits over and above the percentage increase given by the State of South Dakota.

How will you know the goal was successfully accomplished?

Staff turnover will slow down, our ability to fill open positions with qualified employees will improve, and pay/benefits will be enhanced.

Administrator Goal Setting Form

Huron School District
Administrative Goals 15-16

Administrator(s)/Building/Area:

Terry Nebelsick, Superintendent

Statement of the Goal:

Fully implement State "Principal Effectiveness" evaluation Model

State the district goal to which this goal applies:

Staff Development
- Effective Evaluations

Reasons for the Goal:

- Support principals work with teachers and SLO process
- Model importance of academic results in our collective decision making.
- Meet state compliance.

Strategies and timelines to achieve the goal:

- Sept/Oct - Meet with each principal on his/her stated goals.
- Observe – Formal once – Informal three times.
  o Include observation of Teacher Meeting
- Accept/Collect evidence for portfolio
- Dec/Jan – Mid year conference on goal progress
- Apr/Jun – End of year review of SLO progress of principal's faculty
- Jun/July – Write final review and assemble portfolio – Final conference.

How will you know the goal was successfully accomplished?
- Documentation completed.