

# Comprehensive Plan Report

A detailed report showing activity of the district team's work on the improvement plan including assessments, plans, tasks, monitoring, and implementation for selected time periods.

May 31, 2017

## Benton School District NCES - 502960

Key Indicators are shown in **RED**.

District Context and Support for School Improvement	
Improving the school within the framework of district support	
<b>Indicator</b>	<b>IA10 - The district regularly reallocates resources to support school, staff, and instructional improvement.(10)(AllDistricts)</b>
<b>Status</b>	Tasks completed: 1 of 4 (25%)
	Level of Development: Initial: <b>Limited Development</b> 12/01/2015
	Index: 4 (Priority Score x Opportunity Score)
	Priority Score: 2 (3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score: 2 (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development: Currently, principals meet with central office staff in the spring to discuss staffing and budget needs for the upcoming school year. An emphasis needs to be placed on data profiles to discuss progress and the improvement status for each school site. Each Principal has the autonomy to decide how to spend their site budget based on their school needs.  In October of 2016, the district re-assessed indicators and decided this would be one of the focus indicators for 2016-17.
<b>Plan</b>	Assigned to: Angela Dischinger
	Added: 02/29/2016
	How it will look when fully met: Central office staff would meet with principals on a quarterly basis to discuss specific school data and achievement. The meetings would include budget review, school site needs, areas of growth and site celebrations. As a District Leadership Team, we would review all programs on an annual basis to determine if program is effective.  School leaders will develop a schedule for instructional team meetings.
	Target Date: 07/01/2018
	<b>Tasks:</b>
	1. Develop a program inventory for the Benton School District. A chart will be created for each school and then combined to create a district inventory for all programs offered in the district.
	Assigned to: Principals/Angie Dischinger
	Target Completion Date: 06/30/2017

		Frequency:	once a year
		Comments:	Angie Dischinger will create a template for all schools to enter their school's information. Once all individual sites have completed the template. Angie Dischinger will create a combined, comprehensive program inventory for the Benton School District.
	2. Develop a program evaluation rubric		
		Assigned to:	Angela Dischinger
		Target Completion Date:	12/15/2017
		Frequency:	once a year
		Comments:	The District Leadership Team will be evaluating all programs throughout the 2016-17 school year.
	3. Setup data meetings with principals twice a year.		
		Assigned to:	Angela Dischinger
		Target Completion Date:	07/01/2018
		Frequency:	twice a year
		Comments:	Benton School District has new Leadership and is currently re-vamping systems/structure for meetings to review data & information. This indicator was selected to be further developed in the 2016-17 school year by the District Leadership Team.
	4. Create a schedule for instructional teams to meet on a regular basis		
		Assigned to:	school site principals
		Target Completion Date:	12/09/2016
		Comments:	The site principals are working with their staff on schedules for PLCs and Instructional teams.
		Task Completed:	09/05/2016
<b>Implement</b>	Percent Task Complete:		1 of 4 (25%)

<b>Indicator</b>	<b>IA14 - The district recruits, trains, supports, and places personnel to competently address the problems of schools in need of improvement.(14)(AllDistricts)</b>	
<b>Status</b>	<b>Full Implementation</b>	
	Level of Development:	Initial: Full Implementation 02/23/2016
	Evidence:	<p>What are all the recruiting methods we use a district?</p> <ul style="list-style-type: none"> <li>Career/Job Fairs</li> <li>Visit College Campuses</li> <li>Billboards</li> <li>"Grow our Own" future teachers/employees</li> <li>Advertisement- AAEA Website, newspaper, district website</li> <li>It's hard to recruit teachers for certain subjects in our district, specifically chemistry and construction.</li> <li>Calling around to the universities to find candidates</li> <li>Teacher fairs</li> <li>Benefits that other districts may not offer</li> <li>Keeping website up-to-date, social media, district app, billboards</li> <li>Attractive school district due to high test scores, great students</li> </ul>

		<p>Teacher Cadets  Online Job Postings  University partnerships  AAEA website  Word of mouth  What type of initial training and on-going support do we provide to new employees?  Mentor/Buddy system for new teachers  New Teacher meetings- Fall/Spring to observe half day and ask questions  New teacher inservice/orientation  End-of-year celebration  Needs survey to new teachers  Find ways to support training of teachers through year  Instructional facilitators  Administrators - building level support  TESS - coaching conversation opportunities  Teacher Observations twice a year  PD from IF's  PLC's  How do we ensure that the most effective teacher is placed with the neediest students?  Attempt to match kids' needs with teachers, but sometimes shifting student populations makes this challenging. We try, but don't do this well. Ideally you want your best teachers with the highest-risk students, and as a district, we don't have a way to do that.  Every teacher teaches all levels.  This is a problem in all schools in every district. We usually put our rock star teachers with our Pre-Ap/Ap students. We don't always spread out our rock star teachers with all level students  This is a challenge for RTI--the teachers with the most expertise may not be the one's working with the students with the greatest need.  We try to train all of our teachers so that they have the best instructional strategies.  We place our best teachers in inclusion classrooms.  Principals know their teachers and place them in the best position  Integrated/co-teach classrooms  Special education  Intervention  Related services  School Master schedules</p>
	Added:	

<b>Indicator</b>	<b>IA15 - The district allows school leaders reasonable autonomy to do things differently in order to succeed.(15)(AllDistricts)</b>	
<b>Status</b>	<b>Full Implementation</b>	
	Level of Development:	Initial: Full Implementation 10/15/2015

Evidence:	Evidence of Autonomy: Personnel practices Interview - Process Principals determine their master schedules Budget Prep and Planning What our curriculum and PD focus will be Interventions Flexibility is given to leaders concerning multiple fronts
Added:	

## District Context and Support for School Improvement

### Taking the change process into account

<b>Indicator</b>	<b>IB13 - The district monitors progress of the extended learning time programs and other strategies related to school improvement.(4542)(AllDistricts)</b>		
<b>Status</b>	Tasks completed: 0 of 3 (0%)		
	Level of Development:	Initial : <b>Limited Development</b> 02/23/2016	
	Index:	2	(Priority Score x Opportunity Score)
	Priority Score:	2	(3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	1	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	<p>AS of October of 2016, Benton School District Leadership Team decided to select this indicator as one of the focus indicators for 2016-17 school year.</p> <p>BSD currently offers block scheduling at our high school and the other secondary schools offer advisory period. Some of our schools offer summer school or additional learning opportunities in the summer. We have some schools with before/after school tutoring sessions.</p> <p>BSD is reaching out to outside community partners to offer extended learning opportunities for BSD students.</p>	
<b>Plan</b>	Assigned to:	Angela Dischinger	
	Added:	02/29/2016	
	How it will look when fully met:	<p>All school sites would offer extended learning opportunities. Similar things would be going on at all schools</p> <p>Every campus and measurable achievement</p> <p>Credit recovery Programs</p> <p>Super Summer</p> <p>Grant before and after school tutoring</p>	
	Target Date:	06/01/2017	
	<b>Tasks:</b>		
	1. Review school site data portfolios to determine school needs		
	Assigned to:	Angela Dischinger	
	Target Completion Date:	07/01/2018	

	Frequency:	four times a year
	Comments:	
2. Meet with community partners to create and enhance extended learning times for students.		
	Assigned to:	Karla Neathery
	Target Completion Date:	07/01/2018
	Comments:	
3. Provide professional development opportunities for Boys and Girls club staff to enhance tutoring in the afterschool extended learning program for BSD students.		
	Assigned to:	Karla Neathery
	Target Completion Date:	07/01/2018
	Comments:	
<b>Implement</b>	Percent Task Complete:	0 of 3 (0%)

## District Context and Support for School Improvement

### Clarifying district-school expectations

<b>Indicator</b>	<b>IC02 - The district designates a central office contact person for the school, and that person maintains close communication with the school and an interest in its progress. (29)(AllDistricts)</b>	
<b>Status</b>	<b>Full Implementation</b>	
	Level of Development:	Initial: <b>Full Implementation</b> 10/15/2015
	Evidence:	Various support roles are defined at the Central Office. Each building administrator felt they knew who to contact if they needed assistance/support in any particular area.
	Added:	

<b>Indicator</b>	<b>IC05 - The district provides a cohesive district curriculum guide aligned with state standards or otherwise places curricular expectation on the school.(32)(AllDistricts)</b>	
<b>Status</b>	<b>Full Implementation</b>	
	Level of Development:	Initial: <b>Full Implementation</b> 02/23/2016
	Evidence:	We have elementary and secondary curriculum maps for English and Math. We have Instructional Facilitators for Elementary and Secondary schools. Science and Social Studies are embedded in into the current literacy and math maps.
	Added:	

## School Leadership and Decision Making

### Establishing a team structure with specific duties and time for instructional planning

<b>Indicator</b>	<b>ID01 - A team structure is officially incorporated into the school governance policy.(36) (AllDistricts)</b>	
<b>Status</b>	<b>Objective Met</b> 11/30/2016	
	Level of Development:	Initial: <b>Limited Development</b> 12/01/2015

			<b>Objective Met - 11/30/2016</b>
	Index:	2	(Priority Score x Opportunity Score)
	Priority Score:	2	(3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	1	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	Currently, the district is reviewing proposed new policy for School Improvement and defining leadership and instructional teams.	
<b>Plan</b>	Assigned to:	Angela Dischinger	
	Added:	02/29/2016	
	How it will look when fully met:	Currently, our district has site level leadership and instructional teams. We will adopt an updated policy to match ACSIP indicators which provides detailed information regarding team structure and meeting requirements.	
	Target Date:	05/01/2016	
	<b>Tasks:</b>		
	1. Create an updated school improvement policy		
	Assigned to:	Angela Dischinger	
	Target Completion Date:	05/01/2016	
	Comments:	A policy was created and adopted by the Benton Board of Education on April 18, 2016.	
	<b>Task Completed:</b>	<b>04/18/2016</b>	
	2. The district will utilize agendas and minutes in Indistar to record District Leadership Team meetings.		
	Assigned to:	Angela Dischinger	
	Target Completion Date:	03/30/2016	
	Frequency:	monthly	
	Comments:	This is on-going and agendas/minutes are saved in the indistar portal. This practice will continue.	
	<b>Task Completed:</b>	<b>03/30/2016</b>	
<b>Implement</b>	Percent Task Complete:	2 of 2 (100%)	
	Objective Met (initial):	11/30/2016	
	Experience:	11/30/2016 The School Board adopted a new policy on Leadership and Instructional teams for School Improvement.	
	Sustain:	11/30/2016 Follow the new adopted policy.	
	Evidence:	11/30/2016 School Board Meeting minutes Policy 5.4 School Improvement Teams	

