

Neosho R-5 School District
Neosho High School and Southwest Alternative Education Center
Building Improvement Plan
2011-2012

Mission Statement: The Vision of Neosho High School and the Mission of the Neosho R-V School District is to inspire within students high academic achievement and to maximize their personal potential.

Goal 1: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 1: The district will address areas of concern under the mandates of the No Child Left Behind Act as indicated on the Adequate Yearly Progress report by increasing the percentage of students scoring in the Advanced and Proficient levels on the MAP and EOC exams by at least 5% annually as the district strives to reach the Annual Proficiency Targets set for all subgroups.

Strategy 1: Teachers will provide prescriptive tutoring to students before and after school as needed for remediation.

1. Action Step: A study center will be offered two days per week at the high school after school in the library. The center is staffed by counselors and core academic teachers.
2. Action Step: SWAEC students earning below 70% in any class must attend zero hour tutoring.
3. Action Step: SWAEC students earning below 70% in any class must attend VIP remediation.
4. Action Step: The Make It or Bank It Program will be available monthly, three to four hours per session.

Strategy 2: Teachers will provide differentiated instructional methods to ensure that all types of learners are being reached during classroom instruction.

1. Action Step: All teachers in core subjects as well as any new teacher to the district since 2010 have been trained in SIOP (Sheltered Instruction Observation Protocol). This is an "umbrella" approach to differentiated instruction using proven Kagan and Marzano strategies.
2. Action Step: All English Teachers, our ELL teacher, three special education teachers, and four of our social studies teachers have been trained in writing strategies from The Write Tools. A two-day training was held with a Write Tools consultant where strategies were introduced to help increase the student's ability to write more effectively. Follow up meetings with all English teachers have been held and an implementation timeline has been created to implement the instructional tools into all 9th grade classes by mid-January 2012.

Strategy 3: Teachers nominated students periodically for character cafe of the month (students displaying good character) and student of the month. Students are given certificates and are fed a special lunch or breakfast from a local restaurant.

Strategy 4: SWAEC staff selects and rewards students of the week based on academic achievements and displays of good character. i.e. Character Cards and Assemblies, Freaky Friday luncheons, and weekly student-team meetings.

Objective 2: District teachers and administration will meet during each school year to review assessment data, revise and realign curriculum, discuss instructional methods, and develop common assessments.

Strategy 1: Each End-of-Course exam subject areas will give an EOQ (end-of-quarter) test that mirrors the state assessment. Data is collected and compared by subject and teacher with the results being discussed in collaboration in regard to teaching strategies and remediation opportunities. Additionally, data walls have been created for English, math, science, and social studies where each department is to display the results of any common assessment that is given. Results show students what percentage of the students was proficient or advanced on tested CLEs.

1. Action Step: Objectives will be reviewed and adjusted after quarterly common assessments to insure mastery of course content for all SWAEC students at 70%.

Strategy 2: A committee comprised of teachers, administrators, and counselors, selected to make a positive impact on student achievement, will meet monthly to discuss educational/building level issues.

1. Action Step: This committee will establish criteria and rewards using a tiered incentive program. The incentive program will recognize IMPROVEMENTS in attendance and behavior.
2. Action Step: The committee will look for ways to celebrate successes of both the faculty and the students.
3. Action Step: SWAEC teachers will meet at least biweekly to discuss educational and building issues.
4. Action Step: SWAEC teachers will analyze data on at least two assessments per quarter per course.

Objective 3: The district will put programs in place to increase the graduation rate by 2% annually.

Strategy 1: A virtual learning classroom utilizes PLATO, a web-based credit recovery program to help students regain lost credits due to failing classes. This allows students that have not accrued enough credits for graduation to recover those credits at no expense to the student.

Strategy 2: The "Link Crew" is a mentoring program whereas juniors and seniors are assigned to small groups of students in the freshman class to be their mentors to help with the transition from Junior High to High School. The day preceding school, the freshmen and the Link Crew leaders attend "Freshmen Frenzy" as a way to get to know others better and become oriented with the building before the first day of school.

1. Action Step: The SWAEC staff will train a student welcoming committee to welcome new students and help them with building expectations.

Strategy 3: TLC, housed at SWAEC, offers students receiving OSS an opportunity to attend classes and earn 100% on all assignments while serving OSS.

Strategy 4: SWAEC offers Missouri Option, allowing juniors and seniors behind in credits needed to graduate with their cohort group and have the opportunity to earn a high school diploma.

Strategy 5: Southwest Alternative Education Center (SWAEC) student/teacher ratio will not exceed 15-1 in all content area classrooms.

1. Action Step: SWAEC students earning below 70% in any class are required to attend a weekly study hall.

Objective 4: The district attendance policy will be implemented in order to keep the district attendance percentage equal to or greater than 93%.

Strategy 1: The School Security officer, School Resource officer and attendance secretary will work to eliminate high absenteeism by delivering letters to homes of students that have missed 7 days of school in one semester. The high school, working in conjunction with the Newton County Juvenile office and Prosecuting Attorney's office, to bring education neglect charges against the parents of students under the age of 16. For those over the age of 16, it helps keep parents informed of the policies and attendance expectations of the high school.

1. Action Step: SWAEC attendance policy hold students to a strict four absences per nine-week attendance period/policy and parents will be notified the morning of each absence.
2. Action Step: Attendance committees for each grade have been established and will meet periodically throughout each semester to discuss with students their attendance and possible contracts to encourage students to attend school more regularly.
3. Action Step: Students will be able to attend a four hour session on assigned Saturdays to make up time missed.
4. Action Step: The high school will utilize School Messenger to notify parents daily when their child was not in attendance at school.
5. Action Step: SWAEC staff will hold an attendance contest once per quarter and winners will be treated to an off-campus lunch.
6. Action Step: The high school has issued an attendance challenge to all classes. The class (9th, 10th, 11th, or 12th grade) with the highest average attendance rate for each semester will be rewarded to a "day at the movies". Students in the winning class are given the choice of three movies (they choose the one they want to see) to attend at school expense.

Objective 5: The transition rates for LEP students will increase by 2% annually.

Strategy 1: The high school offers an ELL English class that is taught by a certified English teacher. The classes are divided into three sections based upon the scores of the ELL assessment which is given each year.

Strategy 2: Strategies to improve CA and Math skills are provided through Rosetta Stone software. Students can access this in any classroom or the Virtual Learning Classroom.

Goal 2: Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (local educational agency)/District mission, goals, and objectives.

Objective 1: District personnel will recruit, attract, develop, and retain highly qualified staff, as defined by the NCLB Act of 2001, in order to carry out the district mission, goals, and objectives.

Strategy 1: Administration will actively seek teachers that are highly qualified and work to recruit them to the district.

Strategy 2: New teachers will be involved in a mentoring program with veteran teachers to assist them in their professional development. New teachers will observe mentors and mentors will observe mentees.

Strategy 3: The building-level administration will develop a professional relationship with new teachers to ensure that they are utilizing differentiated instruction. Observations will be made to determine the progress teachers are making in the development of their teaching strategies and overall instructional delivery.

Goal 3: Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.

Objective 1: The board and district administration will provide and maintain appropriate instructional resources, support services, and functional, safe facilities.

Strategy 1: Faculty and staff will be diligent in reporting safety issues

Strategy 2: The building level Safety Committee will meet quarterly to review safety concerns, needs, and emergency drill procedures/results)

1. Action Step: At least two I.O.C drills will be held yearly with the Neosho Public Department (School Resource officer).

Strategy 3: Faculty and staff will be provided with the necessary instructional resources to enhance the learning environment.

1. Action Step: The Transitional Learning Center (TLC) will be available to students serving out-of-school suspension.

Strategy 4: Teachers will utilize the librarians as a resource for content area instruction.

Strategy 5: Plato will be used to increase ELL's ability to have success in classes.

Strategy 6: Neosho High School personnel will be provided collaboration time and on-site training. Opportunities for off-site training is available as well.

1. Action Step: Technical assistants from aha! Process will observe, collaborate, and provide feedback to teachers regarding strategies and practices that will improve student achievement.
2. Action Step: Technical assistants from Pearson will provide SIOP training to teachers regarding strategies and practices that will improve student achievement.

Goal 4: Promote, facilitate, and enhance parent, student, and community involvement in LEA/District educational programs.

Objective 1: District personnel will continue to promote and encourage parent and community involvement in educational programs and activities.

Strategy 1: All parents and students will have access to the student's grades, attendance, and discipline in PowerSchool.

1. Action Step: SWAEC will post annual events, such as, Back-to-School Barbeque, Holiday Open House, Senior Barbeque, and Parent/Teacher conferences, on the district website.
2. Action Step: The high school CAT time (RTI time) has been redesigned to better utilize the 25 minutes (Monday-Thursday) to increase student achievement. The students are assigned a teacher and remain with that teacher throughout the year unless students who achieve all grades of a B or higher are allowed to move into a "rewards" study hall setting. Teachers spend each Monday in an academic advisory time. Students spend time with the teacher looking at their grades and attendance and teachers work with them to create strategies to improve their grades.

Strategy 2: Teachers are encouraged to make contact with parents via e-mail, phone calls or letters when a student is struggling in class.

1. Action Step: Parent surveys are mailed out annually to parents of SWAEC students to solicit parent feedback and involvement.
2. Action Step: SWAEC student academic and character successes are submitted bi-monthly to the Neosho Daily News for publication.

Strategy 3: Each parent or guardian will receive a positive postcard at least once from a member of the faculty/staff during the course of the school year.

1. Action Step: SWAEC teachers will send "Good News" cards to parents/guardians of all current students quarterly.

Strategy 4: Community members, parents, and business will be encouraged to support the character education program.

Strategy 5: An Honor's Academy has been established to recognize juniors and seniors who have a GPA of a 3.5 or higher and who have taken or are currently taking accelerated and advanced courses. These students are required to attend Honor's Academy activities throughout the year and complete a senior exit project during their senior year. An annual Academy night is held for the community and parents to see the end projects of the students.

Strategy 6: Career day will be offered to all sophomores where business leaders come to the school and share information about careers.

Strategy 7: As part of the SWAEC student enrollment process, a parent interview will be mandatory before placement.

Objective 2: The district will strive for a minimum of 50% of parental and community participation, with an increase of 5% LEP parent participation annually in programs for LEP students.

Strategy 1: The parents of ELLs will be surveyed annually in order to gain parent input.

Strategy 2: Interpreters will be provided for meetings involving ELL parents.

Goal 5: Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

Objective 1: The school board will provide leadership and representation to sustain a learning environment that is conducive to improving student performance.

Strategy 1: Building-level administrative reports are provided to the Board of Education and staff.

1. Action Step: Quarterly academic reports are provided to the administrators and school board.
2. Action Step: An annual year-end report will be presented to the board stating SWAEC statistics for the school year.